

**Bastrop Independent School District**  
**District Improvement Plan**  
**2021-2022 Goals/Performance Objectives/Strategies**



# Mission Statement

As a leader in innovative, student-centered education, the mission of Bastrop ISD is to ignite passion for life-long learning and to successfully motivate and prepare all students to compete globally by ensuring they are engaged in diverse, rigorous, and relevant learning experiences that incorporate 21st Century skills.

## Vision

### OUR Call to Action

Graduates of Bastrop Independent School District are empowered to become successful and productive in a global society.

## Core Beliefs

A diverse and engaging environment contributes to successful learning.

Serving the individual needs of all learners is central to our mission.

Community collaboration directly results in the growth of our schools.

Education empowers everyone.

People feel valued when they are heard.

Involvement beyond the classroom contributes to student success.

### OUR Profiles

#### *The Learner...*

Communicates effectively, both verbally and non verbally.

Engages in collaborative practices.

Applies fundamental content knowledge.

Respects and empathizes with others.

Utilizes critical thinking skills to creatively solve problems.

#### *The Teacher...*

Communicates effectively, both verbally and non verbally.  
Exhibits passion about education.  
Designs engaging instruction and adjusts based on student needs.  
Develops and nurtures positive and productive relationships.  
Models life-long learning and content knowledge.

***The Leader...***

Communicates effectively through a variety of means.  
Promotes a vision and fosters an innovative culture that advocates in the best interests of students.  
Exemplifies service-oriented leadership.  
Demonstrates adaptability.  
Builds and maintains a school culture that fosters a growth mindset.

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Goal 3: Relationships and Broad-Based Support: We will foster relational capacity, engagement, trust, and confidence across all district stakeholders and partners to include teachers, students, parents, administrators, school board and community. (SG2 & SG4) 21

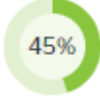


Goal 4: Facilities and Operations: We will ensure all school facilities & grounds are maintained and allow students & staff the opportunity to learn & work in an environment that will positively affect health, behavior, engagement, learning, & overall growth in achievement. (SG2 & SG4) 25









# Goals

**Goal 1: Safety, Security, and Discipline:** We will ensure a safe and secure environment for all students, staff, and visitors and ensure the school district is prepared to effectively respond to emergencies that might affect safety or security of students and staff. (SG1 & SG2)

**Performance Objective 1:** By June 2022, BISD will increase safety training opportunities within the district by 5%

**Evaluation Data Sources:** BISD Police Dept. documentation, Safe Schools Audits








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor and audit safety plans, drills & processes <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> District & Campus Safety Teams  <b>Superintendent Goals:</b> SG 1	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> City/county officials participate in drills <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> District & Campus Safety Teams	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training for staff on safety drills <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> District & Campus Safety Teams	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Conduct after action reviews for all safety drills <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> District & Campus Safety Teams	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Conduct threat assessments as appropriate/needed including providing guidance on recognizing harmful, threatening, or violent behavior <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> District & Campus Safety Teams	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Implement multi-hazard emergency operation plans <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> District & Campus Safety Teams	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Procure COVID related operational materials as needed <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment. <b>Staff Responsible for Monitoring:</b> Business Office & State & Federal Programs	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1: Safety, Security, and Discipline:** We will ensure a safe and secure environment for all students, staff, and visitors and ensure the school district is prepared to effectively respond to emergencies that might affect safety or security of students and staff. (SG1 & SG2)

**Performance Objective 2:** By June 2022, 90% of BISD campuses will have a 20% or less variance in coding student referrals.





**Evaluation Data Sources:** PEIMS discipline data (current & longitudinal)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct campus investigations that promote and support a safe and orderly learning environment</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced variance in coding discipline referrals throughout the district.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Associate Supt. C&amp;I , PEIMS Coordinator, Campus Administrators</p> <p><b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor campus-based Multi-Tiered Systems of Support (MTSS) practices, including training in bullying prevention to include cyberbullying and discipline matrix</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced variance in coding discipline referrals throughout the district.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Associate Supt. C&amp;I , PEIMS Coordinator, Campus Administrators</p> <p><b>Funding Sources:</b> - 289 - Title IV</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Standardized procedures for referral data entry and analysis</p> <p><b>Strategy's Expected Result/Impact:</b> Reduced variance in coding discipline referrals throughout the district.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Associate Supt. C&amp;I , PEIMS Coordinator, Campus Administrators</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 1: Safety, Security, and Discipline:** We will ensure a safe and secure environment for all students, staff, and visitors and ensure the school district is prepared to effectively respond to emergencies that might affect safety or security of students and staff. (SG1 & SG2)

**Performance Objective 3:** By June 2022, BISD will increase by 5% the use of Multi-Tiered Systems of Support measures in accurately determining out-of-classroom placements to include in-school suspension, out-of-school suspension, and DAEP

**Evaluation Data Sources:** PEIMS discipline data (current & longitudinal)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Train all staff in sexual abuse, human trafficking, dating violence, and other maltreatment of children</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will have an increased understanding and sensitivity to students that are experiencing trauma, grief, and harassment.</p> <p><b>Staff Responsible for Monitoring:</b> District Trauma Team &amp; Counselors &amp; Social Workers</p> <p><b>Superintendent Goals:</b> SG 1</p> <p><b>Funding Sources:</b> - 289 - Title IV</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continuing education for staff on trauma-sensitive care on how grief and trauma affects student learning and behavior</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will have an increased understanding on how to identify children in a variety of unsafe conditions and how to access help for these children.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Director of School Improvement &amp; Campus Administration</p> <p><b>Superintendent Goals:</b> SG 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Refine common campus expectations through an active MTSS committee</p> <p><b>Strategy's Expected Result/Impact:</b> Students and staff will achieve an environment conducive to learning.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Campus Administration, PBIS/MTSS teams</p> <p><b>Superintendent Goals:</b> SG 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide ongoing Social Emotional Learning (SEL) lessons and support for all students PK-12</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be explicitly taught how to manage emotions and participate successfully in all parts of life.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administrators, MTSS teams, Social Workers, Counselors</p>	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Review referral data with staff and MTSS Campus Committees</p> <p><b>Strategy's Expected Result/Impact:</b> Campus teams will utilize data to offer targeted supports to students and staff, resulting in well-managed classrooms.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administrators, MTSS teams, Social Workers, Counselors</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="464 326 661 370">  No Progress         </div> <div data-bbox="762 326 980 370">  Accomplished         </div> <div data-bbox="1079 326 1331 370">  Continue/Modify         </div> <div data-bbox="1432 326 1625 370">  Discontinue         </div> </div>				

**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)

**Performance Objective 1:** June 2022, BISD Pre Kinder-2nd grade students will increase their reading & math levels as follows:

PK: Math 93% to 96%/RD 60% to 72%

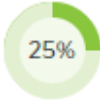
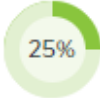
K: Math 22% to 60%/RD 11% to 49%






1st: Math 32% to 70%/ RD 16% to 54%

2nd: Math 33% to 72%/RD 11% to 49%

3rd: Math 42% to 80%/ RD 7% to 45%

**Evaluation Data Sources:** CIRCLE, Amplify, iStation, Summit K-12, MClass DIBELS, Academic Targets, STAAR

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Focus on early literacy development for PK-2nd grade students to ensure young learners have a solid foundation and all the prerequisite skills to become successful readers</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by: walkthrough data indicating use of resources and balanced literacy practices, and coaching cycles to support literacy implementation.</p> <p>Impact will be measured by: Increase in students' reading level as measured by running records throughout the year; CIRCLE, Amplify, iStation and state assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Director of Early Childhood, Specialist Early Childhood, ELA Specialists, Associate Superintendent of Academics. Others Involved: EL and Instructional Specialists, Director of EL Programs, Director of School Improvement Campus Leaders, Instructional Coaches.</p> <p><b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Focus on early literacy professional development to ensure PK-1st grade teachers have training on high-yield literacy skills to ensure students become successful readers</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by: walkthrough data indicating use of resources and balanced literacy practices, and coaching cycles to support literacy implementation.</p> <p>Impact will be measured by: Increase in students' reading level as measured by running records throughout the year; CIRCLE, Amplify; and state assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Director of Early Childhood, Specialist Early Childhood, ELA Specialists, Associate Superintendent of Academics. Others Involved: EL and Instructional Specialists, Director of EL Programs, Director of School Improvement Campus Leaders, Instructional Coaches.</p> <p><b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Screen PK-2nd grade students to identify those at risk for potential reading and mathematics difficulties and provide interventions to students identified as at risk.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be quickly identified and placed in small groups where essential skills will be taught or retaught</p> <p><b>Staff Responsible for Monitoring:</b> Campus leaders, Instructional Coaches, Director of Early Childhood</p>	Formative			Summative
	Oct	Jan	Mar	June
	 25%			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)



**Performance Objective 2:** By May 2021, BISD will increase STAAR GROWTH measures as follows:





SPED Student Growth: -RD 59% & M 61%






EL Student Growth: - RD 64% & M 68%

Eco Dis Student Growth: - RD 64% & M 68%

**Evaluation Data Sources:** 2022 STAAR Results

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure interventions and supports are provided and documented for students to address instructional gaps and deficiencies due to COVID-related learning loss</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation can be measured by: the use of an aligned walk-through form on a scheduled basis with campus instructional leaders</p> <p>Impact can be measured by an increase in the use of co-teach approaches other than 1 teach: 1 assist/observe; impact can be measured by increased number of students in co-taught classrooms meeting state standards.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Director of Special Programs, Associate Director of Special Programs, Special Education Instructional Specialist Others Involved: Special Education Coordinators, Campus Leadership, District Instructional Specialists, Campus Instructional Coaches, Special Education Teachers</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Train, support, and monitor fidelity of use of B.I.G. 8 strategies across all campuses</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by: Training sign-in sheet and increased use of B.I.G. 8 strategies in instruction as measured by walkthrough data.</p> <p>Impact will be measured by improvement in common assessment and academic target data, TELPAS speaking, listening, and composite scores.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: C&amp;I Specialists and Coordinators, Director of Accountability and Curriculum. Others Involved: Director of EL Programs, Director of Special Programs, Associate Superintendent of Academics</p>	Formative			Summative
	Oct	Jan	Mar	June
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Train in co-teach model in District-identified target areas</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by a schedule of campus PLCs for targeted areas supported by Special Education Instructional Specialist focusing on implementing co-teaching strategies.</p> <p>Impact can be measured by increased number of students who meet progress measures on STAAR assessments in District-identified target areas.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Director of Special Programs, Associate Director of Special Programs, Special Education Instructional Specialists Others Involved: Special Education Coordinators, Campus Leadership, District Instructional Specialists, Campus Instructional Coaches, Special Education Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Require all BISD teachers to be ESL endorsed</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers learn and utilize the strategies needed in order to effectively teach students for whom English is a second language.</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources &amp; English Learner Department</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Refine, teach, support, and monitor the bilingual instruction early exit model</p> <p><b>Strategy's Expected Result/Impact:</b> Measured by documented use of B.I.G. 8 strategies (walk through form, PLC planning agendas). Impact: Measured by increase of EL students moving at least one language proficiency level in TELPAS and by increase in EL student progress in STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Director of Bilingual and English Learner Programs</p> <p>Others: Bilingual/EL Specialists, Associate Superintendent of Academics, Campus Leaders</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Refine, support, and monitor the pullout and content-based ESL program</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation can be measured by targeted walk-through data, and District Benchmark data.</p> <p>Impact: Measured by increase of EL students moving at least one language proficiency level in TELPAS and by increase in EL student progress in STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Director of Bilingual and English Learner (EL) Programs</p> <p>Others Involved: Associate Superintendent of Academics, Campus Leaders, Bilingual Specialists</p> <p><b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				



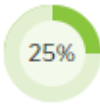




Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Train and support the use of the English Language Proficiency Standards (ELPS) in Three Part Objective (TPO)</p> <p><b>Strategy's Expected Result/Impact:</b> Lesson plans will be written to specifically support the unique needs of students that are working toward mastery of English in listening, speaking, reading, and writing. Student data, as measured formative and interim assessments, as well as TELPAS, will show increased levels of English proficiency.</p> <p><b>Staff Responsible for Monitoring:</b> Leader: Director of Bilingual and English Learner (EL) Programs</p> <p>Others Involved: Associate Superintendent of Academics, Campus Leaders, Bilingual Specialists</p> <p><b>Superintendent Goals:</b> SG 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	 5%			
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)

**Performance Objective 3:** By June 2022, BISD will increase Overall STAAR Student GROWTH measure to 77% in math and reading

**Evaluation Data Sources:** 2022 STAAR results

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide training and support to admin and ICs on the effective facilitation of PLCs</p> <p><b>Strategy's Expected Result/Impact:</b> Campus leaders will effectively facilitate PLCs that produce strong tier 1 lesson plans and targeted reteach plans for tiers 2 and 3 instruction. Student data will show a progression to mastery on newly learned or remedial skills.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: C&amp;I Specialists and Coordinators, Director of Accountability and Curriculum. Others Involved: Director of EL Programs, Director of Special Programs, Associate Superintendent of Academics</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support campuses in building capacity with PLC Leads</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by: increased use of effective PLC practices.</p> <p>Impact will be measured by improvement in common assessment and academic target data, TELPAS speaking, listening, and composite scores.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: C&amp;I Specialists and Coordinators, Director of Accountability and Curriculum, Director School Improvement, Associate Superintendent of Academics. Others Involved: Director of EL Programs, Director of Special Programs, Campus Leaders, and Instructional Coaches.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Fidelity, training, and monitoring of balanced literacy and guided math components</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation can be measured by: evidence of instructional minutes followed, observation of use of required resources, progress monitoring results.</p> <p>Impact can be measured by increase in students' reading &amp; math levels as measured by running records throughout the year; TPRI/Tejas LEE; and state assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Associate Superintendent of Academics, Director of Accountability and Curriculum. Others Involved: Director of Special Programs, Director of EL Programs, C&amp;I Specialists and Coordinators, Campus Leaders, and Instructional Coaches</p> <p><b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Train and develop campus ICs in effective classroom coaching cycles to develop and support instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by: training sign-in sheets, walkthrough data indicating use of resources and balanced math/literacy practices, and coaching cycles to support implementation.</p> <p>Impact will be measured by: increase in students' reading/math levels as measured by running records throughout the year; TPRI/Tejas LEE; and state assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Associate Superintendent of Academics, Director of Accountability and Curriculum. Others Involved: Director of Special Programs, Director of EL Programs, C&amp;I Specialists and Coordinators, Campus Leaders, and Instructional Coaches</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Provide support and coaching to campus administrators on instructional practices and academic interventions</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation will be measured by: training sign-in sheets, walkthrough data indicating use of resources and balanced math/literacy practices, and coaching cycles to support implementation.</p> <p>Impact will be measured by: increase in students' reading/math levels as measured by running records throughout the year; TPRI/Tejas LEE; and state assessment results.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Associate Superintendent of Academics, Director of Accountability and Curriculum. Others Involved: Director of Special Programs, Director of EL Programs, C&amp;I Specialists and Coordinators, Campus Leaders, and Instructional Coaches</p> <p><b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)

**Performance Objective 4:** By June 2022, BISD will increase the percent of graduates meeting College, Career & Military Readiness by 6 percentage points (36% to 42%)

**Evaluation Data Sources:** 2022 College, Career, and Military Readiness Student Listing

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor and implement career pathways that lead to industry certification and careers after high school.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation can be measured by the success rate of students passing and obtaining Industry recognized certifications.</p> <p>Impact will be seen when students that successfully graduate from CTE pathways are qualified to enter the workforce in high demand and high paying occupations.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Director of CTE</p> <p>Others Involved: Campus Leadership</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide training and support for SAT, ACT, TSI readiness and differentiation in Pre-AP and AP coursework.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation can be measured by events created to support awareness for post-secondary options, and student surveys of career interests, and academic interests.</p> <p>Impact can be measured by attendees and the development of additional programming to support post secondary readiness such as new pathways, certifications, and increased admissions to all post-secondary institutions.</p> <p><b>Staff Responsible for Monitoring:</b> Leaders: Director of Accountability and Curriculum</p> <p>Others involved: C&amp;I Specialists, Associate Superintendent of Academics, Campus Leadership</p> <p><b>Superintendent Goals:</b> SG 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Plan for the implementation of two Pathways in Technology Early College High School (PTECH) programs at the comprehensive high schools</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be provided with a technology -based pathway</p>	Formative			Summative
	Oct	Jan	Mar	June


**Staff Responsible for Monitoring:** Leaders: Director of Accountability and Curriculum


Others involved: C&I Specialists, Associate Superintendent of Academics, Campus Leadership

**Superintendent Goals:** SG 2



 No Progress

 Accomplished



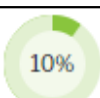
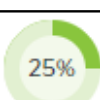




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**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)

**Performance Objective 5:** By June 2022, the BISD overall attendance rate will be at least 93.8%.









**Evaluation Data Sources:** Attendance reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Impose consistent truancy prevention measures using a tiered intervention model.</p> <p><b>Strategy's Expected Result/Impact:</b> Students experiencing truancy will receive support and intervention based on unique needs and situations. Staff will have a consistent protocol to follow when working to reduce truancy.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Campus leaders, Counselors, Registrars</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor and implement attendance protocols and procedures to increase attendance rates</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will utilize consistent strategies and steps to increase student attendance rates.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Campus leaders, Counselors, Registrars, Attendance Clerks</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase attendance personnel</p> <p><b>Strategy's Expected Result/Impact:</b> Each campus will have the staff needed to accurately run attendance protocols and procedures, thereby increasing student attendance rates.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Leaders</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Streamline administrative processes and the use of technology and data in attendance reporting</p> <p><b>Strategy's Expected Result/Impact:</b> Staff involved in implementing attendance protocols and procedures will have a systematic, reliable method for tracking and improving student attendance rates.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, District Attendance Manager, Campus Leaders</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)

**Performance Objective 6:** By June 2022, BISD will develop comprehensive technology integration protocols, systems, and processes to prepare for 1:1 device ratio.

**Evaluation Data Sources:** Asset Management System

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Strive to develop and sustain a 1:1 student to device ratio <b>Strategy's Expected Result/Impact:</b> Students will have consistent, reliable access to devices that will support learning and mastery of content <b>Staff Responsible for Monitoring:</b> Director of Technology, Director of Digital Learning, Campus Leaders	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase district's virtual infrastructure to provide more options to access various device platforms <b>Strategy's Expected Result/Impact:</b> Students and staff will have seamless access to access digital tools that support learning and facilitation of required tasks. <b>Staff Responsible for Monitoring:</b> Director of Technology, Director of Digital Learning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Develop comprehensive technology integration protocols, systems, and processes <b>Strategy's Expected Result/Impact:</b> Students and staff will be able to navigate technology usage systematically with pathways for adequate training and support <b>Staff Responsible for Monitoring:</b> Director of Technology, Director of Digital Learning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Increase technology personnel <b>Strategy's Expected Result/Impact:</b> BISD will have the technology personnel required to ensure rapid attention to user needs including troubleshooting, repair, training, and device upgrades. <b>Staff Responsible for Monitoring:</b> Director of Technology, Human Resources	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2: Academic Achievement:** We will create an outstanding learning environment that equitably supports and appropriately challenges all students to reach their potential through a love of learning, mastery of the basics, and cultivation of higher-order skills and postsecondary pathways. (SG 1 & SG3)

**Performance Objective 7:** By June 2022, BISD will address COVID learning loss throughout campuses by offering intervention and enrichment programming and support.

**Evaluation Data Sources:** STAAR, EOC, Academic Targets, screeners, CCMR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Develop systemic academic Response to Intervention (RTI) systems to ensure that gaps in reading and math are addressed <b>Strategy's Expected Result/Impact:</b> Teachers and other staff will have a specific system to follow and utilize in order to meet the needs of struggling learners. Student achievement will increase. <b>Staff Responsible for Monitoring:</b> Director of Curriculum and Instruction, RtI Coordinator, Campus leaders	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Offer opportunities for remediation through before school, after school, and Saturday tutorials <b>Strategy's Expected Result/Impact:</b> Gaps in student achievement will be addressed with targeted instruction in small groups. Student achievement will increase. <b>Staff Responsible for Monitoring:</b> Director of Curriculum and Instruction, RtI Coordinator, Campus leaders	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure that all students have access to advanced academics offerings on a consistent basis throughout the school year, including enrichment opportunities. <b>Strategy's Expected Result/Impact:</b> Students already showing mastery of content will be provided opportunities for learning grade-level content in a deep and wider way. Student achievement will increase. <b>Staff Responsible for Monitoring:</b> District GT Specialist, GT teachers, AP teachers, Campus Leaders	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Increase student participation and performance in SAT, ACT, TSIA, PSAT, and AP exams. <b>Strategy's Expected Result/Impact:</b> An increased number of students will participate in the rigorous instructional opportunities that will lead to not only taking specialized exams but also to high achievement levels on the exams. <b>Staff Responsible for Monitoring:</b> Campus leaders, counselors	Formative			Summative
	Oct	Jan	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 3: Relationships and Broad-Based Support:** We will foster relational capacity, engagement, trust, and confidence across all district stakeholders and partners to include teachers, students, parents, administrators, school board and community. (SG2 & SG4)

**Performance Objective 1:** By June 2022, BISD will increase communication by 10% with staff, families and the public








**Evaluation Data Sources:** Web stories, social media engagement, survey feedback, mobile app usage

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Publish an informative and celebratory biweekly staff e-newsletter <b>Strategy's Expected Result/Impact:</b> Improved internal communications capacity <b>Staff Responsible for Monitoring:</b> Assoc. Supt. of C&CR, Web & Multimedia Specialist	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Publish a monthly family e-newsletter with news, information and district updates from multiple contributors throughout the district <b>Strategy's Expected Result/Impact:</b> Expanded followership on social channels & improved internal communications capacity <b>Staff Responsible for Monitoring:</b> Assoc. Supt. of C&CR, Web & Multimedia Specialist	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide a professional mechanism for District and campus leaders to communicate with staff and families on a regular basis <b>Strategy's Expected Result/Impact:</b> Increased communication with all stakeholders <b>Staff Responsible for Monitoring:</b> Assoc. Supt. of C&CR, Web & Multimedia Specialist	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide monthly training to Communications Liaisons to enhance campus communications and family engagement <b>Strategy's Expected Result/Impact:</b> Increased communication with all stakeholders <b>Staff Responsible for Monitoring:</b> Assoc. Supt. of C&CR, Communications Liaisons	Formative			Summative
	Oct	Jan	Mar	June
No Progress                           Accomplished                           Continue/Modify                           Discontinue				

**Goal 3: Relationships and Broad-Based Support:** We will foster relational capacity, engagement, trust, and confidence across all district stakeholders and partners to include teachers, students, parents, administrators, school board and community. (SG2 & SG4)

**Performance Objective 2:** By June 2022, BISD will expand the number of community partnerships and needs-driven district-based family & parent engagement activities by 5% to support and accelerate student outcomes and opportunities


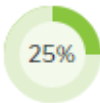





**Evaluation Data Sources:** Increased numbers of volunteers and mentors; expansion of employee perks partnership program; strengthened involvement of business and community organizations

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Strengthen family and community engagement through campus and district family engagement events <b>Strategy's Expected Result/Impact:</b> Schedule of events; increase in trust, education, messaging <b>Staff Responsible for Monitoring:</b> Supt, Assoc. Supt of C&CR, PIE/Family Eng Coord.  <b>Funding Sources:</b> - 211 - Title I, Part A, - 263 - Title III	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Maintain partnership with Communities in Schools to provide students access to mental health needs and supports <b>Strategy's Expected Result/Impact:</b> Increased wrap around services for students & families. <b>Staff Responsible for Monitoring:</b> Assoc. Supt C & CR, Campus Administration	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Establish volunteer and mentor opportunities, including a CTE-focused mentor initiative <b>Strategy's Expected Result/Impact:</b> The Bastrop community will engage in supporting student growth and achievement through relationship-building opportunities. <b>Staff Responsible for Monitoring:</b> Assoc. Supt of C&CR	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3: Relationships and Broad-Based Support:** We will foster relational capacity, engagement, trust, and confidence across all district stakeholders and partners to include teachers, students, parents, administrators, school board and community. (SG2 & SG4)

**Performance Objective 3:** By June 2022, BISD will create an integrated communications plan for emergency and crisis management

**Evaluation Data Sources:** Training materials, drills, debrief opportunities, feedback surveys

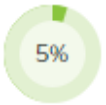


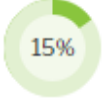




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Expand a library of communications materials for various threats and potential crises <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation and students feeling more safe in the learning environment <b>Staff Responsible for Monitoring:</b> Assoc. Supt C & CR, BISD Police Chief	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Train department staff in crisis communications <b>Strategy's Expected Result/Impact:</b> Increased staff emergency preparation during crisis situations. <b>Staff Responsible for Monitoring:</b> Assoc. Supt C & CR, BISD Police Chief	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Train Communications Liaisons in their role in crisis communications at the campus level <b>Strategy's Expected Result/Impact:</b> Streamlined, concise communications, based on campus context, will be executed. Stakeholders will receive accurate and timely information i the event of a crisis. <b>Staff Responsible for Monitoring:</b> Assoc. Supt C & CR, BISD Police Chief, Campus Leaders	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 3: Relationships and Broad-Based Support:** We will foster relational capacity, engagement, trust, and confidence across all district stakeholders and partners to include teachers, students, parents, administrators, school board and community. (SG2 & SG4)

**Performance Objective 4:** By June 2022, BISD will develop and implement marketing and strategic planning initiatives

**Evaluation Data Sources:** Marketing materials, outreach data, training






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement marketing initiatives designed to capture enrollment, promote programs, and address the competitive education market <b>Strategy's Expected Result/Impact:</b> Increased participation from community stakeholders to promote student success, extend learning opportunities, and develop the whole child. <b>Staff Responsible for Monitoring:</b> Associate Superintendents of Communications and Curriculum & Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Strengthen a key communicator network of community/business leaders who receive relevant and timely updates on key district and campus initiatives <b>Strategy's Expected Result/Impact:</b> Community stakeholders will gain an understanding of district and campus initiatives and needs in an effort to develop targeted partnerships <b>Staff Responsible for Monitoring:</b> Associate Superintendent of Communications and Community Relations	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Partner with a strategic planning agency with expertise in K-12 <b>Strategy's Expected Result/Impact:</b> Increased participation from community stakeholders to promote student success, extend learning opportunities, and develop the whole child. <b>Staff Responsible for Monitoring:</b> Associate Superintendents of Communications and Curriculum & Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Construct a vision that addresses long-term needs and opportunities <b>Strategy's Expected Result/Impact:</b> District stakeholders will gain an understanding of how their work will impact the work of ongoing and future student achievement. <b>Staff Responsible for Monitoring:</b> District Executive Cabinet	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4: Facilities and Operations:** We will ensure all school facilities & grounds are maintained and allow students & staff the opportunity to learn & work in an environment that will positively affect health, behavior, engagement, learning, & overall growth in achievement. (SG2 & SG4)

**Performance Objective 1:** By June 2022, BISD will monitor and audit maintenance processes

**Evaluation Data Sources:** Maintenance & Operations checklists





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish preventative maintenance program to include implementation schedules</p> <p><b>Strategy's Expected Result/Impact:</b> Maintenance procedures will improve school facilities &amp; grounds and allow students &amp; staff the opportunity to learn &amp; work in an environment that will positively affect health, behavior, engagement, learning, &amp; overall growth in achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent &amp; CFO</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Maximize additional funding opportunities and financial support to improve facilities</p> <p><b>Strategy's Expected Result/Impact:</b> Additional funding will will improve school facilities &amp; grounds and allow students &amp; staff the opportunity to learn &amp; work in an environment that will positively affect health, behavior, engagement, learning, &amp; overall growth in achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent &amp; CFO</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Utilize work order data to review and optimize maintenance schedules</p> <p><b>Strategy's Expected Result/Impact:</b> Maintenance procedures will improve school facilities &amp; grounds and allow students &amp; staff the opportunity to learn &amp; work in an environment that will positively affect health, behavior, engagement, learning, &amp; overall growth in achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent &amp; CFO</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Ensure that COVID-related changes to infrastructure are carried out for ventilation, PPE, HVAC, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintenance procedures will improve school facilities &amp; grounds and allow students &amp; staff the opportunity to learn &amp; work in an environment that will positively affect health, behavior, engagement, learning, &amp; overall growth in achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent &amp; CFO</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Utilize new district-level personnel to oversee operations and outsourced partner relations</p> <p><b>Strategy's Expected Result/Impact:</b> District operations and partner relations will be consistently and accurately monitored with attention to ensuring that campus activities are as uninterrupted as possible.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Operations</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4: Facilities and Operations:** We will ensure all school facilities & grounds are maintained and allow students & staff the opportunity to learn & work in an environment that will positively affect health, behavior, engagement, learning, & overall growth in achievement. (SG2 & SG4)

**Performance Objective 2:** By June 2022, BISD will improve facilities infrastructures to positively impact campus safety





**Evaluation Data Sources:** Facility and maintenance reports, campus safety reports and audits

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure all facilities and grounds provide care, welfare, safety, and security</p> <p><b>Strategy's Expected Result/Impact:</b> Measures will improve school facilities &amp; grounds and allow students &amp; staff the opportunity to learn &amp; work in an environment that will positively affect health, behavior, engagement, learning, &amp; overall growth in achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent &amp; CFO</p>	Formative			Summative
	Oct	Jan	Mar	June
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Expand technology-based safety measures including vaping detectors, gun recognition cameras, and security cameras</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student and staff safety in multiple settings and situations</p> <p><b>Staff Responsible for Monitoring:</b> Director of Technology, Director of Operations, Campus Leaders, Campus Safety Personnel, BISD Police Chief</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase number of BISD Police Officers</p> <p><b>Strategy's Expected Result/Impact:</b> Increased response times and extended safety protocols</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, BISD Police Chief</p>	Formative			Summative
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<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: Facilities and Operations:** We will ensure all school facilities & grounds are maintained and allow students & staff the opportunity to learn & work in an environment that will positively affect health, behavior, engagement, learning, & overall growth in achievement. (SG2 & SG4)

**Performance Objective 3:** By June 2022, BISD will implement plans for attracting and retaining personnel in high-need areas including bilingual, special education, transportation, and child nutrition.

**Evaluation Data Sources:** TAPR data, Human Resources Reports

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement a plan to attract and retain highly effective teachers to work at high-need campuses</p> <p><b>Strategy's Expected Result/Impact:</b> Campuses will be fully staffed with appropriately certified teachers before school begins.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Superintendent of Academic Services and Human Resources, Human Capital Development Coordinator, Campus Leaders</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Build a talent pipeline within BISD by providing employees opportunities to grow through lateral and vertical career pathways</p> <p><b>Strategy's Expected Result/Impact:</b> The training, support, and advancement of current district employees will reduce turnover rate</p> <p><b>Staff Responsible for Monitoring:</b> Associate Superintendent of Academic Services and Human Resources, Human Capital Development Coordinator, Campus Leaders</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Develop incentives for classroom teachers in high-need areas</p> <p><b>Strategy's Expected Result/Impact:</b> Campuses will be fully staffed with appropriately certified teachers before school begins.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Superintendent of Academic Services and Human Resources, Human Capital Development Coordinator, Campus Leaders</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Enlist partnerships to ensure support services are adequately staffed</p> <p><b>Strategy's Expected Result/Impact:</b> All district operations will function at maximum capacity, reducing any lapse or reduction in services.</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, Director of Operations</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4: Facilities and Operations:** We will ensure all school facilities & grounds are maintained and allow students & staff the opportunity to learn & work in an environment that will positively affect health, behavior, engagement, learning, & overall growth in achievement. (SG2 & SG4)

**Performance Objective 4:** By June 2022, BISD will execute and oversee the 2021 Bond Program with fidelity

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct weekly bond project meetings <b>Strategy's Expected Result/Impact:</b> Planning and progression of Bond work will be effectively monitored and evaluated <b>Staff Responsible for Monitoring:</b> Superintendent, CFO, Director of Operations	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Engage user groups and stakeholders in continuous feedback process <b>Strategy's Expected Result/Impact:</b> Stakeholders will provide a voice in the implementation of the Bond deliverables <b>Staff Responsible for Monitoring:</b> Superintendent, CFO, Associate Superintendent of Communications and Community Relations, Director of Operations	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Communicate project updates to the community and the Citizens Advisory Task Force <b>Strategy's Expected Result/Impact:</b> Stakeholders will provide a voice in the implementation of the Bond deliverables <b>Staff Responsible for Monitoring:</b> Superintendent, CFO, Associate Superintendent of Communications and Community Relations, Director of Operations	Formative			Summative
	Oct	Jan	Mar	June
No Progress                 Accomplished                 Continue/Modify                 Discontinue				