

Bastrop Independent School District

Genesis High

2020-2021 Campus Improvement Plan



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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Comprehensive Needs Assessment

Demographics

Demographics Summary

Fall 2018-2019 PEIMS

87.83%	Economically Disadvantaged
25.2%	ESL/LEP
13%	SPED
86.09%	At Risk
70%	Hispanic
22%	White
2.6%	African American
2.6%	Two or More Races

Demographics Strengths

The diversity of the student body is the greatest strength of Genesis High School's demographics and serves students in the Rural-Distant district Bastrop ISD.

Students are largely motivated to work within a flexible setting at their own pace to complete work that may have been less appealing to them in a more traditional high school. There are currently 138 students enrolled in Genesis. As of October 26, 2020, Genesis has 30 zero enrolled students, 29 ONSITE, and 106 students attending school VIRTUALLY.

Student Achievement

Student Achievement Summary

Students	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Number of Students Enrolled	172	168	197	197	214	138
Number of Credits Earned by Students	791.5	874	1026.5	749	865.5	
Number of Graduates	110	98	132	123	144	
Number of Returning Students	25	35	27	27	40	45
Number of Students Enrolled in Another District	14	21	21	20	19	
Number of Students Incarcerated as Adults	3	1	1	1	0	

TEA Accountability Ratings Overall Summary

	2018 Scaled Score/Rating	2019 Scaled Score/Rating	2020 Scaled Score/Rating
Overall	62/Met Alternative Standard	71/C	*
Student Achievement	75/Met Alternative Standard	75/C	*
STARR Performance	71	69	*
College, Career, and Military Readiness	74	75	*
Graduation Rate	85	85	*
Closing the Gaps	30/Improvement Required	62/D	*

*All districts and campuses are labeled *Not Rated: Declared State of Disaster* for 2020.

STAAR DATA 2018 - 2019 2019 - 2020 DECEMBER

from TEA	Approach/Meet/Master	Approach/Meet/Master
Reading	20%/9%/1% (N=75)	20%/2%/0% (N=70)
Math	50%/7%/0% (N=14)	76%/0%/0% (N=17)
Science	87%/20%/0% (N=13)	38%/0%/0% (N=8)
Social Studies	58%/25%/11% (N=36)	58%/24%/0% (N=33)

Student Achievement Strengths

EOC performance in Math was a strength for the students who tested in December. Math scores increased.

Genesis graduated 140 students in 2019 -2020.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): First time testers in English 1 and English 2 performed below expectations. **Root Cause:** Gaps in the education of our first time test takers are extensive.

Problem Statement 2 (Prioritized): The results for first time testers in US History have flattened in the last two years. **Root Cause:** Gaps in the education of our first time test takers are extensive.

School Culture and Climate

School Culture and Climate Summary

Due to the nature of our accelerated, self-paced program and the fact that our students are looking for the quickest way to graduate high school (as well as numerous other factors such as work schedules and childcare,) Genesis High School does not offer traditional extracurricular activities. However, there are other avenues for participation that our school is currently exploring.

There were no discretionary placements at DAEP for Genesis students during 2015-16, 2016-17, or 2017-18. There were five mandatory placements at DAEP in 2017-18. Thirteen students were suspended (out of school) for one to three days during the 2017-18 school year. The total number of OSS days assigned was 52. Genesis does not operate an ISS program.

There were 2 discretionary placements at DAEP for Genesis students during the 2018-2019 school year. There were 9 mandatory placements at DAEP in 2018-19. 28 students were suspended (out of school) for one to three days during the 2018-2019 school year. The total number of OSS days assigned was 40. During the 2018-2019 school year, there were a total of 33 discipline incidents.

There was 1 discretionary placement at DAEP for Genesis students during the 2019-2020 school year. There were 2 mandatory placements at DAEP and 2 expulsions in 2019-20. 11 students were suspended (out of school) for one to three days during the 2019-2020 school year. The total number of OSS days assigned was 23. During the 2019-2020 school year, there were a total of 13 discipline incidents.

Genesis HS operates on the Optional Flexible School Day Program. Using this attendance program, we succeeded in graduating 140 students in 2019-2020.

School Culture and Climate Strengths

We have a number of students who are willing to participate in school programs that offer flexibility and outlets for our students' generosity and altruism. We are continually working on ways to enfranchise students and still remain flexible with their work and school schedules.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

There has been no turnover in the teaching staff for the past three years until the summer of 2019. The Genesis science teacher moved out of state.

During the 2019 - 2020 school year, a new science teacher started working at Genesis and continues to serve students.

A new math teacher was hired for a teacher retiring in December of 2020.

Staff Quality, Recruitment, and Retention Strengths

During the 2019-2020 school year, Genesis had 7.5 teachers. All teachers were ESL certified, and two of the one teacher holds a special education certificate. Six and one-half teachers hold credentials in the academic core and one in business education and physical education. All of the Genesis staff are able to teach multiple preps.

The staff had one new staff member during 2019-2020 to replace a teacher who moved to another state.

2020-2021 has one new staff member to replace a teacher who retired.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Genesis High School currently operates with 7.5 teachers who supervise classrooms utilizing one on one instruction and the self-paced Edgenuity online curriculum for credit recovery and original credit. This curriculum is web-based and can be accessed at home as well as at school. Furthermore, Genesis HS offers open seating from 8-9:30 am before school where students can go to their teacher of choice to work on their credits. Genesis administrators conduct a transcript analysis, meet with students frequently, and create the quickest path to graduation possible for all Genesis HS students, routinely changing schedules as credits are completed. Bi-weekly progress reports go out on Fridays to every student in GHS. During the COVID 19 pandemic, students may be VIRTUAL LEARNERS or ONSITE LEARNERS.

Curriculum, Instruction, and Assessment Strengths

Flexible attendance, open seating daily, regular progress updates with administration, web-based credit recovery program and original credit including individualized counseling based on student transcripts provide students with supports to graduate.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): Genesis needs to improve in the CCMR measure of state accountability. **Root Cause:** TSI testing and ACC student enrollment has not been systematically instituted.

Parent and Community Engagement

Parent and Community Engagement Summary

Genesis High School believes that family and community involvement is a critical factor in the success of students who need to complete their high school careers. GHS administration requires a meeting with families and students personally as part of the enrollment process to discuss the student's needs and create the plan for graduation. Genesis office staff facilitates parents' online access through BISD's family access in Skyward, and teaching staff reaches out regularly to parents via phone and e-mail SCHOOL STATUS. GHS continues to make efforts to involve its students in the larger community through the book and canned food drives, seeking opportunities to help students "plugin" and help where they can.

Parent and Community Engagement Strengths

GHS has facilitated parent online access, an involvement in the planning for student graduation, and opportunities for students to help the larger community as well as join student groups like the GHS Reader's Club. GHS continues to grow its social media presence and community presence through participation and sharing of information.

School Context and Organization

School Context and Organization Summary

Genesis High School is an alternative education high school with a capacity for 100 students at a time due to the unique scheduling needs of students and our staff of 7.5 teachers. The curriculum is run through the web-based Edgenuity program on computers with individual one on one instruction provided by teachers depending on students' individual plans. Our goal is to put students on the fastest path to graduation and remove any potential "roadblocks" to their graduation as possible, building them up and helping to counsel them through their post-secondary options.

During the COVID 19 pandemic, Genesis is able to serve upwards of 140 students via ONLINE LEARNING and ONSITE LEARNING. Teachers are invested in making contact with students and their parents, teaching using ZOOM or GOOGLE MEET, and encouraging students to keep working on education and graduate.

School Context and Organization Strengths

The strength of GHS is in its flexibility both with attendance (Optional Flexible Day Attendance) and scheduling. Students are able to finish school and still go to work or attend to other matters such as childcare while working within an independent program on Edgenuity that is supported by a certified classroom teacher.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Some students are not working on school work in a timely fashion. **Root Cause:** Some students have priorities other than school.

Technology

Technology Summary

Genesis HS is an almost completely computer-based school with opportunities for one on one teaching as needed with each student. Students can work as quickly as they want to in order to complete credits for a high school diploma. Teachers act largely as facilitators in the classrooms as each student has different needs in different subject areas. The high school is dependent both on the Internet and the technology hardware in the classroom in order to deliver the online curriculum to each student and move them toward graduation. Genesis classrooms were equipped with new computer hardware in August of 2019.

Bastrop ISD has equipped some Genesis students with hotspots for internet and Chromebooks to facilitate ONLINE LEARNING during the COVID 19 Pandemic. Students are also able to attend school and use the computers and the internet at school.

Technology Strengths

The fact that GHS is entirely computer-based allows students the flexibility they need to work at their own pace and ask for one on one help as needed. The small classes allow teachers to troubleshoot tech problems easily, and the small staff and close proximity to one another allow the campus TIG to quickly resolve issues. The use of the Edgenuity program allows students to work at home or at school as the program is web-based. The program also enables students to have material read to them, provides note-taking assistance, and other accommodations.

Priority Problem Statements

Problem Statement 1: First time testers in English 1 and English 2 performed below expectations.

Root Cause 1: Gaps in the education of our first time test takers are extensive.

Problem Statement 1 Areas: Student Achievement

Problem Statement 2: The results for first time testers in US History have flattened in the last two years.

Root Cause 2: Gaps in the education of our first time test takers are extensive.

Problem Statement 2 Areas: Student Achievement

Problem Statement 4: Genesis needs to improve in the CCMR measure of state accountability.

Root Cause 4: TSI testing and ACC student enrollment has not been systematically instituted.

Problem Statement 4 Areas: Curriculum, Instruction, and Assessment

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- Federal Report Card Data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions

Student Data: Student Groups

- STEM/STEAM data
- Dyslexia Data

Employee Data

- Evaluation(s) of professional development implementation and impact

Goals

Goal 1: To ensure a safe and secure environment for all students, staff, and visitors and to 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: Develop Safe and Supportive School Teams

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

Summative Evaluation: None

<p>Strategy 1: Genesis staff will participate in campus drills and invite city and county officials to participate in these drills. Strategy's Expected Result/Impact: Genesis will be prepared in the event of an emergency. Staff Responsible for Monitoring: The assistant principal will schedule the drills and maintain a log of their completion. Superintendent Goals: SG 1</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 2: Genesis administrators and counselors will attend district training in emergency response and create a campus safety team. Strategy's Expected Result/Impact: Genesis will be prepared in the event of an emergency. Staff Responsible for Monitoring: The training will be monitored at the district level. The campus safety team will be organized by the assistant principal.</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 3: With assistance from the BISD Police Department, the assistant principal will schedule, monitor and assess all safety drills during the 2020-21 school year. Strategy's Expected Result/Impact: Safety drills will be conducted and audited. Action reviews will be conducted after each drill. Staff Responsible for Monitoring: Principal and Assistant Principal Superintendent Goals: SG 1</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 4: With assistance from the BISD Police Department, the principal and assistant principal will develop and implement a comprehensive safety plan. Strategy's Expected Result/Impact: Safety plan will be implemented at Genesis. Staff Responsible for Monitoring: None Superintendent Goals: SG 1</p>	Reviews			
	Formative			Summative
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Strategy 5: Genesis will conduct threat assessments with ongoing training and implementation of a multi-hazard emergency operations plans. Strategy's Expected Result/Impact: Genesis will become a safer learning environment. Staff Responsible for Monitoring: Threat Assessment Team Superintendent Goals: SG 1, SG 2	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
Strategy 6: Genesis will provide guidance on recognizing harmful, threatening, or violent behavior that may pose a threat. Superintendent Goals: SG 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
Strategy 7: Genesis administrative staff will incorporate COVID 19 related operational materials and roles, including; COVID19 Site Coordinator, Isolation Room and COVID19 Decision Map for Employees and Students as well as campus COVID19 safety protocols, signs and announcements. Strategy's Expected Result/Impact: Spread of COVID19 at CRCA will be limited. Staff Responsible for Monitoring: COVID19 Site Coordinator (Principal) Superintendent Goals: SG 1	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 1: To ensure a safe and secure environment for all students, staff, and visitors and to 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: Address student bullying and behavior consistently.

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

Summative Evaluation: None

<p>Strategy 1: Develop and implement Campus-Wide Behavior and Classroom Management practices including consistent expectations for common areas and classrooms utilizing the BISD Discipline Matrix, Consistency Guide & Positive Behavior Interventions & Supports.</p> <p>Strategy's Expected Result/Impact: 1) Implementation can be measured through campus PBIS and RTI committee data collection and work.</p> <p>2) Impact can be measured by PBIS data collection during Nov. & Mar. using Campus Reflection Sheets.</p> <p>Staff Responsible for Monitoring: Leader: All admin</p> <p>Others involved: PBIS Committee, Behavior Interventionists, Counselor, teachers</p> <p>Superintendent Goals: SG 1</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 2: Consistently implement and support a campus-wide Behavior Response to Intervention Program. (2D)</p> <p>Strategy's Expected Result/Impact: 1) Implementation can be measured by discipline data and the SEL surveys.</p> <p>2) Impact can be measured by improved behavior and academic performance.</p> <p>Staff Responsible for Monitoring: Leader: All admin</p> <p>Others involved: PBIS Committee, Behavior Interventionists, Counselor, teachers</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 3: Assistant principal will code discipline descriptively using local codes and state codes.</p> <p>Strategy's Expected Result/Impact: Measure implementation and analyze data to share with staff and improve student behavior.</p> <p>Staff Responsible for Monitoring: Principal and assistant principal</p> <p>Superintendent Goals: SG 1</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June

<p>Strategy 4: Genesis administration will conduct campus investigations that promote and support a safe and orderly learning environment.</p> <p>Strategy's Expected Result/Impact: There will be a decrease in disciplinary and bullying incidents at CRCA.</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 5: Genesis administration and teachers will implement the district-wide MTSS practices and training in bullying prevention.</p> <p>Strategy's Expected Result/Impact: Genesis students will graduate in safe environment.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal and Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 6: Genesis administration will address bullying in a consistent manner with other campuses in the district per district training.</p> <p>Strategy's Expected Result/Impact: Bullying investigations at CRCA will follow district protocols.</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 7: All disciplinary infractions will be entered into Skyward by an administrator at Genesis.</p> <p>Strategy's Expected Result/Impact: Consistency in use of discipline codes and entry will result in data that is sound.</p> <p>Staff Responsible for Monitoring: Assistant Principal and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 8: Actively work with the district's truancy officers to recapture drop outs, issue timely truancy warnings and notices and make regular telephone calls to students and their parents who show irregular attendance.</p> <p>Strategy's Expected Result/Impact: Improvement in the Federal Graduation Rate in Domain 3</p> <p>Staff Responsible for Monitoring: Administration and Attendance Clerk</p> <p>Superintendent Goals: SG 3</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June




<p>Strategy 9: 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>Strategy's Expected Result/Impact: Case management appraisal.</p> <p>Staff Responsible for Monitoring: SPED department chair</p> <p>Superintendent Goals: SG 3</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				






Goal 1: To ensure a safe and secure environment for all students, staff, and visitors and to 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: Continuation of trauma-informed practices.

Evaluation Data Sources: Trauma Training agendas, sign-ins & Safe Schools Audits

Summative Evaluation: None

<p>Strategy 1: 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>Strategy's Expected Result/Impact: Genesis faculty and staff will understand their role in preventing the abuse of children and increasing their efficacy in managing student behavior.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>Comprehensive Support Strategy - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 2: Genesis will continue education for teachers and staff on trauma-sensitive care on how grief and trauma affects student learning and behavior.</p> <p>Strategy's Expected Result/Impact: Teacher-student interaction will be more effective in all situations.</p> <p>Staff Responsible for Monitoring: Counselor, Assistant Principal and Principal</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 3: Genesis will establish common campus expectations through an active PBIS committee.</p> <p>Strategy's Expected Result/Impact: Student behavior expectations will be consistent across classrooms and teacher at Genesis.</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 4: Genesis teachers and administrators will provide ongoing SEL lessons and support for all Genesis students.</p> <p>Strategy's Expected Result/Impact: Genesis's low disciplinary referral rate will continue unabated.</p> <p>Staff Responsible for Monitoring: Assistant Principal</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June

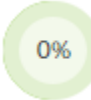







<p>Strategy 5: All disciplinary data will be reviewed on a monthly basis by the safety committee and administration.</p> <p>Strategy's Expected Result/Impact: Genesis's low disciplinary referral rate will continue unabated.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 2: To 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 post-secondary pathways (SG1, SG3).

Performance Objective 1: Differentiated Instructional Practices







Evaluation Data Sources: Number of credits and diplomas earned.

Summative Evaluation: None

<p>Strategy 1: Ensure interventions and supports are provided and document for students to address instructional gaps and deficiencies due to COVID-slide</p> <p>Strategy's Expected Result/Impact: Increased student engagement through monitoring of credits earned and lessons completed.</p> <p>Staff Responsible for Monitoring: Principal and assistant principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Level 5: Effective Instruction - Superintendent Goals: SG 2, SG 3, SG 4</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 2: Train, support, and monitor fidelity of use of B.I.G. 8 strategies.</p> <p>Strategy's Expected Result/Impact: Number of credits and diplomas earned. Improve in DomaLISH, A1,Bio, and USHistory EOC Exams</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Level 1: Strong School Leadership and Planning, Level 2: Effective, Well-Supported Teachers, Level 5: Effective Instruction - Superintendent Goals: SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 3: All Genesis teachers will have ESL endorsement.</p> <p>Strategy's Expected Result/Impact: Growth on TELPAS.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Level 5: Effective Instruction - Superintendent Goals: SG 2, SG 3</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 4: Refine, support, and monitor the ESL program: content-based.</p> <p>Strategy's Expected Result/Impact: Growth on TELPAS and STAAR EOCs.</p> <p>Staff Responsible for Monitoring: Principal and Assistant Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - Superintendent Goals: SG 2, SG 3</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: To 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 post-secondary pathways (SG1, SG3).

Performance Objective 2: Building Capacity for School Improvement



<p>Strategy 1: Provide support and coaching to Genesis teachers. Strategy's Expected Result/Impact: Increase in the number of credits earned and students graduating. Staff Responsible for Monitoring: Principal Assistant Principaol TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - Superintendent Goals: SG 2</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 2: Support Genesis staff by having monthly staff meetings to coach, support instruction, and work together refine strategies during the time of COVID. Strategy's Expected Result/Impact: Increase in the number of credits earned and students graduating. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - Superintendent Goals: SG 2, SG 3</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 3: To 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: Engendering trust with the community through communication.

Evaluation Data Sources: School Status, Blackboard, Gmail communication

Summative Evaluation: None

<p>Strategy 1: Genesis staff will communicate directly with parents in addition to using internet, emails, conference, and telephone. (3A, 3C)</p> <p>FCI #1 FCI #2</p> <p>Strategy's Expected Result/Impact: Increased student completion rates</p> <p>Teacher webpages</p> <p>Staff Responsible for Monitoring: Administration</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 2: Communicate with parents and community members through various mediums.</p> <p>Strategy's Expected Result/Impact: Call logs and emails Increased student completion rates</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Superintendent Goals: SG 3</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June
<p>Strategy 3: All calls and emails will be answered within 24 hours or sooner.</p> <p>Strategy's Expected Result/Impact: Call logs and emails Increased student completion rates</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Superintendent Goals: SG 3</p>	Reviews			
	Formative			Summative
	Oct 	Jan	Mar	June






<p>Strategy 4: Genesis keeps the wider community of events and accomplishments at the school with an up to date webpage and will conduct a collaborative working session at the beginning of each month to adjust and monitor the website (Administration and Webmaster). (3A, 3C)</p> <p>FCI #1 FCI #2</p> <p>Strategy's Expected Result/Impact: Up to date teacher and school web pages</p> <p>Staff Responsible for Monitoring: Administration Campus webmaster/TIG</p> <p>Superintendent Goals: SG 3</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
<p>Strategy 5: Support students by providing informative links on the website regarding graduation requirements, bell schedule, school application, graduation (foundation high school program and graduation plan). (3A, 3C)</p> <p>SCO #1</p> <p>Strategy's Expected Result/Impact: Accurate information and links on the website</p> <p>Staff Responsible for Monitoring: Administration Counselor</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: To 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: Welcome, engagement, and support of dialogue and partnership with parents, community members, and organizations.

Evaluation Data Sources: Communication logs, meetings notes

Summative Evaluation: None













<p>Strategy 1: 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>Strategy's Expected Result/Impact: Increased student completion rates</p> <p>Staff Responsible for Monitoring: Administration and Teachers</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools - Superintendent Goals: SG 3, SG 4</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	






Goal 3: To 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: Establish a welcoming school.

Evaluation Data Sources: Panorama staff, student and parent surveys.

Summative Evaluation: None

<p>Strategy 1: Provide customer service training to front office staff to ensure that everyone is greeted and feels welcome on campus.</p> <p>Strategy's Expected Result/Impact: Everyone is greeted and feels welcome on campus.</p> <p>Staff Responsible for Monitoring: Receptionists and Administration</p> <p>Superintendent Goals: SG 3</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	June				
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<p>Strategy 2: Ensure students have a learning environment where their physical and emotional well being and safety are prioritized daily.</p> <p>Strategy's Expected Result/Impact: Increased student attendance.</p> <p>Staff Responsible for Monitoring: All Staff</p> <p>ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 2, SG 4</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	June				
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<p>Strategy 3: Reporting and addressing all campus infrastructure issues on a timely basis by completing maintenance request when a problem is noted will be done.</p> <p>Strategy's Expected Result/Impact: Maintenance and technology issues will be dealt with in a timely manner.</p> <p>Staff Responsible for Monitoring: All staff - Principal's administrative assistant enters the tickets.</p> <p>Superintendent Goals: SG 2, SG 4</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	June				
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<p>Strategy 4: Genesis will partner with Communities in Schools (CIS) to ensure that Genesis students have access to social worker to provide for mental health needs ad supports.</p> <p>Strategy's Expected Result/Impact: Students will have access to CIS counselors when needed.</p> <p>Staff Responsible for Monitoring: Counselor</p> <p>Superintendent Goals: SG 3</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Oct</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;"></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Oct	Jan	Mar	June				
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



Strategy 5: Genesis will implement the BISD MTSS model to address the whole child. Strategy's Expected Result/Impact: Increased student completion rates Staff Responsible for Monitoring: Administration and Counselor TEA Priorities: Improve low-performing schools	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 4: To 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: Improve preventative maintenance processes at Genesis.






Goal 4: To 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: Improve facilities at CRCA to increase campus safety and positively impact student achievement through the learning environment.

Strategy 1: Courtyard at Genesis will be enclosed by a fence. Strategy's Expected Result/Impact: Campus will be more secure. Staff Responsible for Monitoring: Chief of Police/Operations Superintendent Goals: SG 4	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 4: To 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: Build relational capacity with BISD community through the Citizens Advisory Task Force for consideration of a future bond.

<p>Strategy 1: Genesis staff will participate as member of Citizens Advisory Task Force (CATF). Strategy's Expected Result/Impact: Genesis will be represented. Staff Responsible for Monitoring: Principal Superintendent Goals: SG 1, SG 2, SG 3, SG 4</p>	Reviews			
	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 4: To 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: Explore options to improve facilities to lessen discipline issues.

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

Summative Evaluation: None

State Compensatory

Budget for Genesis High

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199-26	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$324,619.09
6100 Subtotal:		\$324,619.09

Personnel for Genesis High

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Genesis		Alternative Instruction	6.0

2020-2021 Campus Site-Based Committee

Committee Role	Name	Position
Non-classroom Professional	Shawn Adams	Assistant Principal
Administrator	Martin Conrardy	Principal
Classroom Teacher	Kevin Woehl	Teacher
Classroom Teacher	Russell Tucker	Teacher
Classroom Teacher	Monica Roffol	Teacher
Classroom Teacher	Deb Zoda	Teacher
Classroom Teacher	Ecaterina Stiurca	Teacher
Classroom Teacher	Sheila Wyman	Teacher
Business Representative	Anthony Adams	Business
Classroom Teacher	Annette DeLeon	Teacher
Parent	???? ????	
Non-classroom Professional	Tonya Coleman	District Head Nurse
Classroom Teacher	Jeff Perez	Teacher

Addendums