

Bastrop Independent School District

Genesis High

2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

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

Vision

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

Core Beliefs

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

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

Appreciation for diversity strengthens our community.

Investment in optimism leads to success.

Service to others builds community and personal growth.

Collaboration and team work enrich outcomes.

Commitment and strong work ethic are valued qualities.

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

Positive character produces positive actions.

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Goals

Goal 1: 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: Develop Safe and Supportive School Teams

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

Strategy 1 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: With assistance from the BISD Police Department, the assistant principal will schedule, monitor and assess all safety drills during the 2021-22 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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<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: Principal, Assistant Principal, BISD PD Superintendent Goals: SG 1</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
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	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Genesis will provide guidance on recognizing harmful, threatening, or violent behavior that may pose a threat. Strategy's Expected Result/Impact: Genesis will become a safer learning environment. Staff Responsible for Monitoring: Principal, Assistant Principal Superintendent Goals: SG 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
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 Genesis will be limited. Staff Responsible for Monitoring: COVID19 Site Coordinator (Principal) Superintendent Goals: SG 1	Formative			Summative
	Oct	Jan	Mar	June
<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 1: 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: Address student bullying and behavior consistently.

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

Strategy 1 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<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 Genesis.</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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
<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 Genesis 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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June





Strategy 9 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 1: 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: Continuation of trauma-informed practices.

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





Strategy 1 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: All disciplinary data will be reviewed on a monthly basis by the safety committee and administration. Strategy's Expected Result/Impact: Genesis's low disciplinary referral rate will continue unabated. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2	Formative			Summative
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Goal 2: 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: Genesis teachers who teach a tested content area will provide one-to-one tutoring to students who did not pass a STAAR EOC beginning the second week of November 2021.

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

Strategy 1 Details	Reviews			
<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: Lever 5: Effective Instruction - Superintendent Goals: SG 2, SG 3, SG 4</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<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: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - Superintendent Goals: SG 2</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<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: Lever 5: Effective Instruction - Superintendent Goals: SG 2, SG 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<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>	Formative			Summative
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Goal 2: 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: Building Capacity for School Improvement





Strategy 1 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<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>	Formative			Summative
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Goal 3: 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: Engendering trust with the community through communication.

Evaluation Data Sources: School Status, Blackboard, Gmail communication





Strategy 1 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<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>	Formative			Summative
	Oct	Jan	Mar	June
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Goal 3: 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: Welcome, engagement, and support of dialogue and partnership with parents, community members, and organizations.





Evaluation Data Sources: Communication logs, meetings notes

Strategy 1 Details	Reviews			
<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</p> <p>Goals: SG 3, SG 4</p>	Formative			Summative
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Goal 3: 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: Establish a welcoming school.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide customer service training to front office staff to ensure that everyone is greeted and feels welcome on campus. Strategy's Expected Result/Impact: Everyone is greeted and feels welcome on campus. Staff Responsible for Monitoring: Receptionists and Administration Superintendent Goals: SG 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure students have a learning environment where their physical and emotional well being and safety are prioritized daily. Strategy's Expected Result/Impact: Increased student attendance. Staff Responsible for Monitoring: All Staff ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 2, SG 4</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<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. Strategy's Expected Result/Impact: Maintenance and technology issues will be dealt with in a timely manner. Staff Responsible for Monitoring: All staff - Principal's administrative assistant enters the tickets. Superintendent Goals: SG 2, SG 4</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
<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. Strategy's Expected Result/Impact: Students will have access to CIS counselors when needed. Staff Responsible for Monitoring: Counselor Superintendent Goals: SG 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>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</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: 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: Improve preventative maintenance processes at Genesis.

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

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

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