Bastrop Independent School District Bastrop High

2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

As a leader in innovative, student-centered education, the mission of Bastrop ISD and Bastrop High School 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.

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.

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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)	
Goal 3: We will foster relational capacity, engagement, trust, and confidence across all district stakeholders and partners to include teachers, students, parents,	
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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: By June 2022, BHS will increase safety training opportunities within the district by 5%.

Evaluation Data Sources: Safe Schools Audits

Strategy 1 Details	Reviews			
Strategy 1: Monitor and audit safety plans, drills, and processes.		Formative		Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students	Oct	Jan	Mar	June
feel safer and more prepared, creating an environment of conducive to learning. Staff Responsible for Monitoring: District and Campus safety teams				
Strategy 2 Details	Reviews			•
Strategy 2: Have city and/or county officials participate in drills.	Formative Summ			Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students feel safer and more prepared, creating an environment of conducive to learning.		Jan	Mar	June
Staff Responsible for Monitoring: District and Campus safety teams				
Strategy 3 Details	Reviews			
Strategy 3: Provide training for staff on safety drills.		Formative		Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students	Oct	Formative Jan	Mar	Summative June
,	Oct	_	Mar	
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students feel safer and more prepared, creating an environment of conducive to learning.	Oct	Jan	Mar	
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students feel safer and more prepared, creating an environment of conducive to learning. Staff Responsible for Monitoring: Campus and District safety teams	Oct	Jan		
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students feel safer and more prepared, creating an environment of conducive to learning. Staff Responsible for Monitoring: Campus and District safety teams Strategy 4 Details	Oct	Jan Rev		June

Strategy 5 Details	Reviews			
Strategy 5: Conduct threat assessments as appropriate/needed.		Formative		Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students	Oct	Jan	Mar	June
feel safer and more prepared, creating an environment of conducive to learning.				
Staff Responsible for Monitoring: Campus and District Safety Teams				
Strategy 6 Details		Rev	views	
Strategy 6: Provide guidance on recognizing harmful, threatening, or violent behavior that may pose a threat.		Formative		Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students	Oct	Jan	Mar	June
feel safer and more prepared, creating an environment of conducive to learning.				
Staff Responsible for Monitoring: Campus and District Safety Teams				
Strategy 7 Details	Strategy 7 Details Reviews			
Strategy 7: Implement multi-hazard emergency operations plans.		Formative		Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students	Oct	Jan	Mar	June
feel safer and more prepared, creating an environment of conducive to learning.				
Staff Responsible for Monitoring: Campus and District Safety Teams				
Strategy 8 Details		Rev	views	
Strategy 8: COVID related operational materials.		Formative		Summative
Strategy's Expected Result/Impact: Increased staff and student emergency preparation so staff and students	Oct	Jan	Mar	June
feel safer and more prepared, creating an environment of conducive to learning.				
Staff Responsible for Monitoring: Campus and District Safety Teams				
No Progress Continue/Modify	X Discor	ntinue		

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: By June 2022, 90% of BHS will have a 20% or less variance in coding discipline referrals.

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

Strategy 1 Details	Reviews			
Strategy 1: Conduct campus investigations that promote and support a safe and orderly learning environment.			Summative	
Strategy's Expected Result/Impact: A more unified, codified, and consistent response to discipline		Jan	Mar	June
Staff Responsible for Monitoring: BHS administration team				
Strategy 2 Details Reviews				
Strategy 2: Ongoing classroom management training in bullying prevention and discipline matrix.	gy 2: Ongoing classroom management training in bullying prevention and discipline matrix. Formative			Summative
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior		Jan	Mar	June
Staff Responsible for Monitoring: BHS administration team				
Strategy 3 Details		Rev	views	
Strategy 3: Standardized procedures for referral data entry and analysis.		Formative		Summative
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior		Jan	Mar	June
Staff Responsible for Monitoring: BHS administrative team				
No Progress Continue/Modify	X Discor	ntinue	•	•

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: By June 2022, BHS will reduce out-of-classroom (in-school suspension, out-of-school suspension, and DAEP) placements by at least 5%.

Evaluation Data Sources: Skyward reports

Strategy 1 Details	Reviews				
Strategy 1: Train all staff in sexual abuse, human trafficking, and other maltreatment of children.		Formative		Summative	
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: BHS administrative team					
Strategy 2 Details		Rev	views		
Strategy 2: Continuing education for staff on trauma-sensitive care on how grief and trauma affects student learning and	Formative Sum			Summative	
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior Stoff Responsible for Manitoring: PHS Administration, counselers, and social workers		Jan	Mar	June	
Staff Responsible for Monitoring: BHS Administration, counselors, and social workers					
Strategy 3 Details	Reviews				
Strategy 3: Establish common campus expectations through an active PBIS committee.	Formative			Summative	
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior		Jan	Mar	June	
Staff Responsible for Monitoring: BHS administration					
Strategy 4 Details		Rev	views		
Strategy 4: Provide ongoing SEL lessons and support for all students.		Formative		Summative	
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior	Oct	Jan	Mar	June	
Staff Responsible for Monitoring: BHS Administration and PBIS Committee					
Strategy 5 Details	Reviews			•	
Strategy 5: Review referral data with staff and PBIS/safety committee.	Formative Summati			Summative	
Strategy's Expected Result/Impact: Closely monitored system insuring consistency and improved student behavior		Jan	Mar	June	
Staff Responsible for Monitoring: BHS Administration and PBIS Committee					
No Progress Accomplished — Continue/Modify	X Discor	ntinue			

Performance Objective 1: By June 2022, BHS will increase STAAR Growth measures as follows:

- SPED Student Growth: ENG II RD (59%) and ALG I M (61%)
- EL Student Growth: ENG II RD (64%) and ALG I M (68%)
- Eco Dis Student Growth: ENG II RD (64%) and ALG I M (68%)

Evaluation Data Sources: 2022 STAAR EOC Results

Strategy 1 Details	Reviews			
Strategy 1: Ensure interventions and supports are provided and documented for students to address instructional gaps and		Formative		Summative
deficiencies due to COVID-slide.	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increase student growth rate in all sub pops.				
Staff Responsible for Monitoring: Campus Leaders, Teachers, Instructional Coach				
Funding Sources: Resources to address instructional gaps - 199-024 - State Compensatory Education				
Strategy 2 Details	Reviews			
Strategy 2: Train, support, and monitor fidelity of use of BIG 8 strategies across the campus with focus on structured		Formative		Summative
academic conversations, higher order thinking, and academic vocabulary.	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increase student growth rate in all sub pops.				
Staff Responsible for Monitoring: Campus Leaders, Teachers, Instructional Coach				
Strategy 3 Details		Reviews		
Strategy 3: Train campus administrators and IC's in effective modeling and monitoring of B.I.G8 for all students.		Formative		Summative
Strategy's Expected Result/Impact: Increase student growth rate in all sub pops.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Campus Leaders, Instructional Coach				
Strategy 4 Details		Rev	views	!
Strategy 4: Train in co-teach model in district-identified target areas.		Formative		Summative
Strategy's Expected Result/Impact: Increase student growth rate in all sub pops.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Campus Leaders, Teachers, Instructional Coach				
Strategy 5 Details		Rev	iews	
Strategy 5: Refine, support and monitor the ESL program: pullout and content-based		Formative		Summative
Strategy's Expected Result/Impact: Increase student growth rate in all sub pops.		Jan	Mar	June
Staff Responsible for Monitoring: Campus Admin, Instructional Coaches, Teachers	Oct			
No Progress Accomplished Continue/Modify	X Discor	ntinue	1	

Performance Objective 2: By June 2022, BHS will increase overall STAAR Student GROWTH measure to 77% in math and reading.

Evaluation Data Sources: 2022 STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Administrators, teachers, and ICs will attend trainings on effective facilitation of PLCs		Formative		Summative
Strategy's Expected Result/Impact: Improve students growth in math and reading.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators, Instructional Coach, Teachers				
Strategy 2 Details		Rev	views	
Strategy 2: Support capacity building with PLC leads, ICs, and administration through on-going PLC coaching	Formative Summa			Summative
Strategy's Expected Result/Impact: Improve students growth in math and reading.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators, Instructional Coach, and Teachers				
Strategy 3 Details	Reviews			
Strategy 3: Provide training for and monitoring of balanced literacy and guided math/small group math instruction.	Formative Summa			Summative
Strategy's Expected Result/Impact: Increase student growth in math and reading	Oct	Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators, Instructional Coach, and Teachers				
Strategy 4 Details		Rev	views	
Strategy 4: Train and develop Instructional Coaches in effective classroom coaching cycles to develop and support	Formative			Summative
instruction	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increase student performance in reading and math.				
Staff Responsible for Monitoring: BHS Administrators, Instructional Coach, District Directors				
Strategy 5 Details		Rev	views	
Strategy 5: Teacher teams participate in structured, extended collaborative planning 6 times throughout the school year.		Formative		Summative
Strategy's Expected Result/Impact: Increase student growth in math and reading.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators, ICs, Teachers				
Strategy 6 Details	Reviews			
Strategy 6: Transition local assessment program to online testing for all students and refine data protocol to focus on		Formative		Summative
response to data of essential standards. Strategy's Expected Result/Impact: Increase student performance	Oct	Jan	Mar	June
			1	

Staff Responsible for Monitoring: Administrators	and ICs		0%		
% No Progress	100% Accomplished	Continue/Modify	X Discon	tinue	

Performance Objective 3: By June 2022, BHS will increase the percent of graduates meeting College, Career and Military Readiness by 6 percentage point (36% to 42%)

Evaluation Data Sources: 2022 Accountability Reports

Strategy 1 Details Reviews				
Strategy 1: Monitor and implement career pathways that lead to industry certification and careers after high school	Formative Summ			Summative
Strategy's Expected Result/Impact: Increase CCMR percentage point		Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators, Instructional Coach, and District Directors				
Strategy 2 Details	Reviews			
Strategy 2: Provide training and support for SAT, ACT, TSI readiness and differentiation in Pre-AP and AP coursework	Formative S			Summative
Strategy's Expected Result/Impact: Increase CCMR percentage points	Oct	Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators, Instructional Coach, District Directors				
No Progress Accomplished — Continue/Modify	X Discor	tinue	•	

Performance Objective 4: Increase the campus overall attendance rate.

Evaluation Data Sources: Attendance reports

Strategy 1 Details			Reviews				
Strategy 1: Monitor and implement attendance protocols and procedures to increase attendance rates				Formative		Summative	
Strategy's Expected Result/I	mpact: Increase campus	s attendance rate.		Oct Jan Mar			June
Staff Responsible for Monito Attendance Clerk	Staff Responsible for Monitoring: BHS Administrators, Counselors, and Social Workers, Truancy Officer, and Attendance Clerk						
	% No Progress	100% Accomplished	Continue/Modify	X Discon	tinue		•

Performance Objective 5: By June 2022, BHS will develop comprehensive technology integration protocols, systems, and processes to prepare for 1:1 device ratio.

Evaluation Data Sources: Campus technology inventory and devise assignment system

Strategy 1 Details	Reviews			
Strategy 1: Increase teacher, student, and family training on BISD online learning platforms including learning			Summative	
management systems and video conferencing software	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increase online student engagement in all contents.				
Staff Responsible for Monitoring: BHS Administrators, Counselors, and Teachers				
Funding Sources: - 199-024 - State Compensatory Education				
Strategy 2 Details	Reviews			
Strategy 2: Strive to develop and sustain a 1:1 student to device ratio	Formative Summ			
Strategy's Expected Result/Impact: Increase online student engagement in all contents.		Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators				
Funding Sources: - 199-024 - State Compensatory Education				
Strategy 3 Details		Rev	views	•
Strategy 3: Increase district's virtual infrastructure to provide more options to access various device platforms		Formative		Summative
Strategy's Expected Result/Impact: Increase online student engagement in all contents.		Jan	Mar	June
Staff Responsible for Monitoring: BHS Administrators				
No Progress Accomplished — Continue/Modify	X Discor	ntinue		1

Performance Objective 6: By June 2022, BHS will reduce COVID learning loss by at least 10% as measured by screeners and STAAR/EOC assessments.

Evaluation Data Sources: 2022 Accountability Report

Strategy 1 Details		Reviews		
Strategy 1: Provide representation of 2021 Curriculum Council for the identification of essential standards in allignment		Formative		Summative
with evidence-based practices. Staff Responsible for Monitoring: ICs and Teachers	Oct	Jan	Mar	June
Start Responsible for Montoring. Tes and Teachers				
Strategy 2 Details		Rev	iews	
Strategy 2: Implement targeted literacy and math intervention programs and refine academic RtI systems to progress		Formative		Summative
monitor and track student growth. Staff Responsible for Monitoring: Administration, ICs, and Teachers	Oct	Jan	Mar	June
Start Responsible for Promeoring. Transmistration, 103, and Teachers				
Strategy 3 Details	Reviews			
Strategy 3: Provide accelerated instruction opportunities or students not successful on 2021 EOC assessments through		Formative		Summative
before school, during school, and after school and during Saturday tutorials. Staff Responsible for Monitoring: Administration, ICs, and Teachers	Oct	Jan	Mar	June
Start Responsible for Promoting. Telliminstration, 103, and Teachors	0%			
Strategy 4 Details		Rev	iews	
Strategy 4: Ensure that all students have access to advanced academics offerings on a consistent basis thought the school	Formative So			Summative
year, including enrichment opportunities. Strategy's Expected Result/Impact: Administration, ICs, and Teachers	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Administration, ICS, and Teachers	0%			
Strategy 5 Details		Reviews		
Strategy 5: Increase student participation and performance in SAT, ACT, TSI, PSAT, and AP Exams.		Formative		Summative
Staff Responsible for Monitoring: Administration and Counselors	Oct	Jan	Mar	June
	0%			
No Progress Accomplished — Continue/Modify	X Discon	tinue		•

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: By June 2022, we will increase communication with internal and external users by at least 10% through promoting student and staff success, building trust, improving internal communication channels and methods, and strengthening the district's brand and message.

Evaluation Data Sources: Campus/District parent engagement activity sign-ins, agendas.

Strategy 1 Details	Reviews			
Strategy 1: Communicate with parents and community members through various mediums including weekly newsletter,	Formative			Summative
school status, facebook page, and website.		Jan	Mar	June
Strategy's Expected Result/Impact: Increase parent involvement.				
Staff Responsible for Monitoring: BHS administration				
Strategy 2 Details	Reviews			
Strategy 2: Answer calls and emails within 24 hours if not sooner	Formative Summa			Summative
Strategy's Expected Result/Impact: Increase parent involvement	Oct	Jan	Mar	June
Staff Responsible for Monitoring: BHS Administration, Counselors, Teachers, and Staff				
No Progress Accomplished — Continue/Modify	X Discon	tinue		•

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: By June 2022, BISD will expand the number of community and business partnerships with BISD by 10%.

Evaluation Data Sources: List of partners

Strategy 1 Details	Reviews			
Strategy 1: Work with all community, campus and district partners (social workers, parent liaisons, truancy officers, SROs,		Formative		
etc.) to ensure student needs are met	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Support students holistically				
Staff Responsible for Monitoring: Administration, Counselors, Teachers, and Staff				
Strategy 2 Details	Reviews			
Strategy 2: Support BISD strategic planning process to meet the needs of all students in an ever-changin and shi	Formative Su			Summative
Strategy's Expected Result/Impact: Meet the needs of all students	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Administration				
% No Progress 100% Accomplished Continue/Modify	X Discor	tinuo		
No Progress Continue/Modify	Discor	itiliue		

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: By May 2022, BHS will increase the number of needs-driven district-based family & parent engagement activities by 10% to grow and strengthen our partnership with parent stakeholders.

Evaluation Data Sources: Campus/District parent engagement activity sign-ins, agendas.

Strategy 1 Details	Reviews			
Strategy 1: Provide customer service training to ensure everyone is greeted and feels welcomed on campuses Strategy's Expected Result/Impact: Parents and community members feel welcomed at BHS. Staff Responsible for Monitoring: Administration and Staff	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure students have a learning environment where their physical and emotional well being and safety are prioritized daily by reporting and addressing campus infrastructure issues on a timely basis. Strategy's Expected Result/Impact: Support all students holistically. Staff Responsible for Monitoring: Administration, Counselors, Social Workers, and Teachers	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Partner with campus social workers to ensure that BHS students have access to services that provide for mental health needs and supports Staff Responsible for Monitoring: Administration and Social Workers	Formative			Summative
	Oct	Jan	Mar	June
	0%			
No Progress Accomplished — Continue/Modify	X Discon	itinue		