

**Bastrop Independent School District**  
**District Improvement Plan**  
**2022-2023 Goals/Performance Objectives/Strategies**



# Mission Statement

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

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## Vision

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

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## Strategic Priorities

### Student Success and Well-Being:

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

### Teaching and Learning Practices:

- BISSD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.
- BISSD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.
- BISSD will enhance professional learning with opportunities for teachers to visit/observe model classrooms that successfully blend the teaching of academic content, practical work skills, and critical thinking.

### Organizational Culture:

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

### Collaborative Partnerships:

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

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# Goals





**Goal 1:** Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

**Performance Objective 1:** Strategic Priority: BISD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.

Aligned Performance Objective: Update and implement Social Emotional Learning (SEL) curricular resources focused on building community within BISD classrooms, addressing students' social and emotional needs, and teaching stress management techniques

**Evaluation Data Sources:** District SEL student surveys, upgraded curricular resources, observational data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement campus training resources to ensure meaningful and timely training on MTSS best practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus staff will be able to effectively implement MTSS best practices in all areas of their schools.</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coordinators</p> <p><b>Funding Sources:</b> - 289 - Title IV</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Upgrade the BISD MTSS Team Year-at-a-Glance resource to include monthly structured goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Goals for MTSS implementation will be set and routinely monitored to determine mastery or redesign.</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coordinators</p> <p><b>Funding Sources:</b> - 289 - Title IV</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>





Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> MTSS teams will meet to review and update current campus expectations for all common areas of the campus to include safe, respectful and responsible actions stated in a positive manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Written expectation documents will provide all staff and students with clear vision of systems and processes.</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coordinators</p> <p><b>Funding Sources:</b> - 289 - Title IV</p>	Formative		
	Nov	Feb	Apr
<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:** Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

**Performance Objective 2:** Strategic Priority: BISSD will identify work/life skills most important for students to know and create a framework for implementing them.

Aligned Performance Objective: Increase students' positive self perception of self-management and growth mindset skills

**Evaluation Data Sources:** Social Emotional Learning student survey data collected two times per year.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Create an action planning protocol to address Social Emotional Learning teacher and student survey data.  <b>Strategy's Expected Result/Impact:</b> Survey data will be utilized to create targeted programming for SEL lessons and interventions.  <b>Staff Responsible for Monitoring:</b> Director of Student Services</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Conduct campus investigations that promote and support a safe and orderly learning environment.  <b>Strategy's Expected Result/Impact:</b> Staff and student removal from instructional time will be minimal and investigation results will be timely.  <b>Staff Responsible for Monitoring:</b> Director of Student Services</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Regular review of district and campus discipline dashboards to identify trends, disproportionality, and possible adaptations for action plans  <b>Strategy's Expected Result/Impact:</b> Reduction in lost instructional time.  <b>Staff Responsible for Monitoring:</b> Director of Student Services, Director of Special Programs, MTSS Coordinators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Update the training provided to campus mentors for students in Behavior RTI to include a grade check and a review of Daily Behavior Report Card averages, at least once per grading period.  <b>Strategy's Expected Result/Impact:</b> Mentors will help connect students to focusing on how improved behavior can positively impact academic performance.  <b>Staff Responsible for Monitoring:</b> Director of Student Services, MTSS Coordinators</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 1:** Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

**Performance Objective 3:** Strategic Priority: BISD will develop systems and structures that value student ownership of their academic and behavioral success.

Aligned Performance Objective: Increase the percentage of students at Meets Grade Level on STAAR Math from 29% to 44% and STAAR Reading from 37% to 47%.

**Evaluation Data Sources:** District-created assessments, 2023 Accountability Data





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Solicit input from district and campus leadership teams on grade-appropriate and feasible academic and behavioral measures for individual student goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> A written framework for student individual goal setting will provide campus leaders with clear guidelines.</p> <p><b>Staff Responsible for Monitoring:</b> Director of School Improvement</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide campus instructional leaders with ongoing coaching to support implementation of critical leadership systems.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus leaders will improve the use of consistent written protocols and processes to lead campus staff.</p> <p><b>Staff Responsible for Monitoring:</b> Director of School Improvement</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Build capacity in campus leaders to implement Response to Intervention (RtI) data procedures and student programming.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus leaders will focus on student progress and formative data.</p> <p><b>Staff Responsible for Monitoring:</b> Director of School Improvement</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2: Teaching and Learning Practices:** We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 1:** Strategic Priority: BISD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.

Aligned Performance Objective: Increase the percentage of students in grades PK-2 performing on or above grade level in reading from 50% to 70%.

**Evaluation Data Sources:** Amplify, iStation, instructional reading level checkpoints





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Facilitate monthly training for K-3 teachers on the implementation of content presented in Texas Reading Academies.</p> <p><b>Strategy's Expected Result/Impact:</b> Content learned in training will be put into practice in order to connect adult learning to student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Early Literacy</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Align BISD Essential Standards with Texas Reading Academy strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have a framework of how to ensure that Essential Standards mastery for students can be met through high-leverage teaching strategies.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Early Literacy</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide coaching for campus leadership teams on implementing a reading achievement tracking system.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus leaders will have timely access to student reading data in order to make informed decisions about where to provide instructional support. Additionally, campus leaders will be able to identify high-performing teachers that could be tapped for peer-to-peer mentoring.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Early Literacy</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 2:** Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 2:** Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading.

**Evaluation Data Sources:** District-created assessments, 2023 Accountability Data





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Provide training and support for classroom co-teach models specifically focused on small groups, stations, and parallel teaching.  <b>Strategy's Expected Result/Impact:</b> Classroom teaching teams will be able to efficiently meet the varying needs of students.  <b>Staff Responsible for Monitoring:</b> Director of Special Programs</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement Simultaneous Word Study structures to support English language proficiency of Emergent Bilingual students.  <b>Strategy's Expected Result/Impact:</b> Emergent Bilingual students will increase proficiency in listening, speaking, reading, and writing English.  <b>Staff Responsible for Monitoring:</b> Director of ESL &amp; Bilingual Programs</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement coordinated and proactive structures to address intervention and/or enrichment for all students  <b>Strategy's Expected Result/Impact:</b> The process for identifying if students require intervention or enrichment will be systematically implemented and monitored so that specific needs are met without loss of instructional time. Staff will routinely adjust plans to respond to formative assessment data.  <b>Staff Responsible for Monitoring:</b> Academic RtI Coordinator   <b>Funding Sources:</b> Academic RtI Coordinator - 211 - Title I, Part A</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 2:** Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

**Performance Objective 3:** Strategic Priority: BISD will enhance professional learning with opportunities for teachers to visit/observe model classrooms that successfully blend the teaching of academic content, practical work skills, and critical thinking.

Aligned Performance Objective: Increase training and coaching on implementing the teaching and learning strategies of academic conversations, explicit vocabulary instruction, and higher order thinking questions for all grades levels and content areas.

**Evaluation Data Sources:** Training resources, staff surveys, observational data, T-TESS data





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Create resource documents that define strategies, differentiation models, and resources for the BISD BIG 3 instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have a written framework of how to integrate the Big 3 into daily lesson plans.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Accountability and Curriculum</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Create a focused, year-long plan for implementation and monitoring of the BISD BIG 3 instructional strategies</p> <p><b>Strategy's Expected Result/Impact:</b> A timeline of training, observation, and support for both teachers and leaders, will ensure that the BIG 3 strategies are implemented with fidelity.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Accountability and Curriculum</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Create structures for identifying model classrooms and cross-district model classroom observation.</p> <p><b>Strategy's Expected Result/Impact:</b> Attributes of model classrooms will be determined jointly with stakeholders, model classrooms will be identified, and teaching staff will be able to visit model classrooms in order to enhance their own skills.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Accountability and Curriculum</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Supplement Essential Standards-aligned curricular resources with evidence-based digital learning platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> Digital learning resources will provide teachers and leaders will formative and summative assessment data and aligned lessons that will be used to personalize learning for all students. Opportunities for enrichment and intervention will be assigned and easily evaluated.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Accountability and Curriculum, Director of Digital Learning, Director of Special Programs, Director of CTE, Director of Early Literacy, Director of ESL and Bilingual Programs</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3: Organizational Culture:** We will develop student-centered learning environments that provide a foundation for positive connections.

**Performance Objective 1:** Strategic Priority: BISD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.

Aligned Performance Objective: Student attendance will increase from 90.6% to 93.8%.

**Evaluation Data Sources:** PEIMS Attendance reports





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Create a BISD Attendance Handbook.</p> <p><b>Strategy's Expected Result/Impact:</b> All stakeholders will access written policies and procedures in order to systematically address student attendance. Utilizing common procedures and language will increase attendance rates.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Director for PEIMS and Data Quality</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Develop and implement a district attendance initiative to monitor students with chronic absences or are at high risk for not meeting attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Students with attendance concerns will be quickly identified and provided appropriate intervention in order to increase instructional time.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Director for PEIMS and Data Quality</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide training to various stakeholders on the district's procedures to address attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> Training will be implemented and monitored throughout the school year for adherence to written policies and procedures. Staff will be provided with coaching on procedures.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Student Services, Director for PEIMS and Data Quality</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3: Organizational Culture:** We will develop student-centered learning environments that provide a foundation for positive connections.

**Performance Objective 2:** Strategic Priority: BISD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.

Aligned Performance Objectives: Survey data will show increased positive perceptions of physical and psychological safety at schools.

**Evaluation Data Sources:** Social Emotional Learning student survey data, specifically the School Safety Measure, collected two times per year.





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Complete a comprehensive safety training in reunification methodology.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will participate in role play scenarios in order to practice reunification procedures. In the event of a reunification situation, staff will be able to ensure that students and guardians are informed and reunites as quickly and safely as possible.</p> <p><b>Staff Responsible for Monitoring:</b> BISD Police Chief</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Analyze visitor check-in/check-out practices at each facility throughout the school year, in order to determine possible training and/or resource needs.</p> <p><b>Strategy's Expected Result/Impact:</b> District and campus safety staff will be able to identify and efficiently solve any issues with welcoming visitors to facilities. Swift but accurate check-in/check-out procedures will help staff, students, and families secure in efforts at maintaining safety for all.</p> <p><b>Staff Responsible for Monitoring:</b> BISD Police Chief, Campus Safety Teams</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Improve facility infrastructure to positively impact campus safety.</p> <p><b>Strategy's Expected Result/Impact:</b> Points of entry will be routinely evaluated to ensure that students and staff are able teach and learn in a safe environment. Communication systems will be utilized and monitored to ensure that all stakeholders receive updated and timely information. Campus safety training will be implemented throughout the school year to ensure that students and staff are aware of how to respond to an emergency or unsafe situation.</p> <p><b>Staff Responsible for Monitoring:</b> BISD Police Chief, Campus Safety Teams</p>	Formative		
	Nov	Feb	Apr
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**Goal 3: Organizational Culture:** We will develop student-centered learning environments that provide a foundation for positive connections.

**Performance Objective 3: Strategic Priority:** BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: Increase the retention of teachers new to the district from 75% to 80%

**Evaluation Data Sources:** Staff retention data reports, staff survey data, exit interview data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increase effectiveness of human resources onboarding.</p> <p><b>Strategy's Expected Result/Impact:</b> Newly hired staff will be seamlessly integrated into their roles, which will boost their confidence in choosing BISD as well as get them in their roles as quickly as possible. In the case of newly hired teachers, this will allow them the time needed to prepare for teaching.</p> <p><b>Staff Responsible for Monitoring:</b> Human Capital Development Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Assist campus leaders in employing personalized strategies to retain staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus leaders will be able to identify high-performing teachers based on improving students outcomes and willingness to learn and develop. Personalized strategies to retain high-performing staff will include leadership opportunities and recognition.</p> <p><b>Staff Responsible for Monitoring:</b> Director of School Improvement, Human Resources Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide training and support for the district's new teacher mentor program.</p> <p><b>Strategy's Expected Result/Impact:</b> Mentors will use evidence-based strategies to support new teachers, which will prompt new teachers to remain in the district.</p> <p><b>Staff Responsible for Monitoring:</b> Human Resources Coordinator, Human Capital Development Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			





**Goal 4: Collaborative Partnerships:** We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

**Performance Objective 1:** Strategic Priority: BISD will expand family/community engagement and parent education activities to support and accelerate student outcomes.

Aligned Performance Objective: Survey data will show increased positive perceptions of parent and community engagement opportunities.

**Evaluation Data Sources:** Stakeholder surveys, staff/family newsletters, meeting agendas, minutes, and sign-in sheets

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Administer customized surveys for parents, teachers, staff, and other key stakeholders to determine specific engagement needs.</p> <p><b>Strategy's Expected Result/Impact:</b> District and campus staff will be able to provide for needs that are specific to each campus.</p> <p><b>Staff Responsible for Monitoring:</b> Director of School Improvement, Family and Social Services Coordinator, Director of ESL &amp; Bilingual Programs</p> <p><b>Funding Sources:</b> Family and Social Services Coordinator - 211 - Title I, Part A, Title III Parent Liaison - 263 - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students.</p> <p><b>Strategy's Expected Result/Impact:</b> Responses to student and family needs will be personalized and will serve to reduce barriers to attendance and to increase student outcomes.</p> <p><b>Staff Responsible for Monitoring:</b> Family and Social Services Coordinator, Migrant Program Education Specialist</p> <p><b>Funding Sources:</b> Family and Social Services Coordinator - 211 - Title I, Part A, Migrant Program Education Specialist - 211 - Title I, Part A, Migrant Program Education Specialist - 212 - Title I, Migrant</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide campuses with best practice resources and tools for engaging families as partners.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increase in parent and family attendance at school events, and opportunities for parents to be engaged in decision-making roles such as reviewing and revising Parent and Family Engagement Polices and School-Parent Compacts. Campuses will be provided with access to interpretation and translation services as needed.</p> <p><b>Staff Responsible for Monitoring:</b> Director of School Improvement, Family and Social Services Coordinator, Director of ESL &amp; Bilingual Programs</p> <p><b>Funding Sources:</b> Family and Social Services Coordinator - 211 - Title I, Part A, Title III Parent Liaison - 263 - Title III</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>





Strategy 4 Details	Formative Reviews		
<b>Strategy 4:</b> Collaborate with campus PTA organizations to provide support and increase parent engagement efforts. <b>Strategy's Expected Result/Impact:</b> Increased numbers of engaged families reflecting the context of the campus. <b>Staff Responsible for Monitoring:</b> Family and Social Services Coordinator	Formative		
	Nov	Feb	Apr
<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: Collaborative Partnerships:** We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

**Performance Objective 2:** Strategic Priority: BISD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.

Aligned Performance Objective: Increase in business and community member participation in district and campus committees and events.

**Evaluation Data Sources:** Event listings, meeting rosters, Online platform registration and usage





Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Expand communication including face-to-face interaction with current and potential partners.  <b>Strategy's Expected Result/Impact:</b> Current partnerships will develop actions around shared understanding of how to impact student outcomes, and new partnerships will be cultivated throughout the year.  <b>Staff Responsible for Monitoring:</b> Director of Community Relations, Communications Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Connect campus-based needs with available community resources using an online volunteer platform.  <b>Strategy's Expected Result/Impact:</b> Campuses will have access to a hub of information that will streamline the process of recruiting volunteers. Volunteers will easily be able to share availability and skills in a convenient way.  <b>Staff Responsible for Monitoring:</b> Director of Community Relations, Communications Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Target businesses and community organizations not currently partnering with BISD for potential opportunities.  <b>Strategy's Expected Result/Impact:</b> Increased community involvement for district and campus events.  <b>Staff Responsible for Monitoring:</b> Director of Community Relations, Communications Coordinator</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			



**Goal 4: Collaborative Partnerships:** We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

**Performance Objective 3:** Increase the percentage of graduates that are college, career, and/or military ready (CCMR) from 48% to 60%.





**Evaluation Data Sources:** 2023 Accountability Data, SAT, ACT, TSI, Student Surveys

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Increase student participation in district-wide youth career day opportunities and industry-specific job fairs.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be exposed to a variety of post-secondary options, which in turn will positively affect goal setting and achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College, Career &amp; Military Readiness</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement Pathways in Technology Early College High School (PTECH) at Comprehensive high schools.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will engage in workforce pathways aligned with high-demand, high-wage fields throughout the state. This allow students least likely to attend college an opportunity to receive both a high school diploma and a credential and/or an associate degree.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College, Career &amp; Military Readiness</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</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> Staff will have the resources needed to plan instruction that prepares students to master grade level standards measured by various assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Director of College, Career &amp; Military Readiness</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 4: Collaborative Partnerships:** We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

**Performance Objective 4:** Execute and oversee the 2021 Bond Program with fidelity.

**Evaluation Data Sources:** Engage external user groups and stakeholders in a continuous feedback process and provide consistent communication regarding bond budget and timelines

Strategy 1 Details	Formative Reviews		
<b>Strategy 1:</b> Engage external user groups and stakeholders in a continuous feedback process and provide consistent communication regarding bond budget and timelines <b>Strategy's Expected Result/Impact:</b> Planning and progression of Bond work will be effectively monitored and evaluated <b>Staff Responsible for Monitoring:</b> Chief Financial Officer	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<b>Strategy 2:</b> Utilize bond financing in a manner that aligns amortization schedules to the anticipated life expectancy of bond financed projects <b>Strategy's Expected Result/Impact:</b> Bond financing processes will yield sustainable projects. <b>Staff Responsible for Monitoring:</b> Chief Financial Officer	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<b>Strategy 3:</b> Maintain proper oversight and accountability for proceeds of voter approved bonds. <b>Strategy's Expected Result/Impact:</b> Bond projects will be implemented and maintained with transparency and reliability. <b>Staff Responsible for Monitoring:</b> Chief Financial Officer	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
 No Progress  Accomplished  Continue/Modify  Discontinue			