

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

# Mission Statement

**High Achievement for All students through Consistent Effort, Collaboration, and Critical Thinking.**

## Vision

A community of learners that supports: high expectations and consistent effort through a growth mindset, collaboration through open and honest communication, and critical thinking and problem solving through literacy development in all content areas.

## Core Beliefs

**Consistent Effort:** BMS will support high expectations and consistent effort through a growth mindset.

**Collaboration:** BMS will achieve success through open and honest communication and collaboration.

**Critical Thinking:** BMS will improve critical thinking and problem solving through literacy development in all content areas.

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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) 16








# 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, BMS will increase safety training opportunities by 5%.

**Evaluation Data Sources:** training certificates, agendas of meetings, documentation of drills






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor and audit safety plans, drills, and processes</p> <p><b>Strategy's Expected Result/Impact:</b> We will ensure that our safety plan effectively meets the needs of our campus and aligns with all district and state expectations. We will improve our collective campus responses during drills and ensure that all necessary drills occur.</p> <p><b>Staff Responsible for Monitoring:</b> AP in charge of campus safety and campus police officer</p> <p><b>Superintendent Goals:</b> SG 1, SG 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> City/county officials participate in drills</p> <p><b>Strategy's Expected Result/Impact:</b> Ensure all processes are followed accurately and that there is appropriate communication between the campus and local authorities</p> <p><b>Staff Responsible for Monitoring:</b> AP in charge of campus safety and campus police officer</p> <p><b>Superintendent Goals:</b> SG 1, SG 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide training for staff on safety drills.</p> <p><b>Strategy's Expected Result/Impact:</b> We will improve our collective campus responses during drills and ensure that all necessary drills occur.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal in charge of campus safety and campus police officer</p> <p><b>Superintendent Goals:</b> SG 1, SG 2</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Conduct after action reviews for all safety drills <b>Strategy's Expected Result/Impact:</b> Provide feedback to all campus staff about what worked well and what needs to be improved so that we continue to improve our campus procedures and processes <b>Staff Responsible for Monitoring:</b> All administration and campus police officer <b>Superintendent Goals:</b> SG 1, SG 2	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> BMS will conduct threat assessments as appropriate/needed. <b>Strategy's Expected Result/Impact:</b> Ensure safety of students and staff on campus <b>Staff Responsible for Monitoring:</b> Administration, campus social worker, and campus police officer <b>Superintendent Goals:</b> SG 1, SG 2	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide guidance on recognizing harmful, threatening, or violent behavior that may pose a threat <b>Strategy's Expected Result/Impact:</b> Ensure the safety of all students and staff on campus <b>Staff Responsible for Monitoring:</b> Administration, campus social worker, and campus police officer <b>Superintendent Goals:</b> SG 1, SG 2	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Implement multi-hazard emergency operation plans <b>Strategy's Expected Result/Impact:</b> Ensure the safety of all students and staff on campus in potentially hazardous situations <b>Staff Responsible for Monitoring:</b> Assistant Principal in charge of campus safety and campus police officer <b>Superintendent Goals:</b> SG 1, SG 2	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> COVID-related operational materials <b>Strategy's Expected Result/Impact:</b> Provide a safe and clean environment for all stakeholders each day <b>Staff Responsible for Monitoring:</b> Administrators and campus custodians <b>Superintendent Goals:</b> SG 1, SG 2 <b>Funding Sources:</b> COVID-related resources - 199-024 - State Compensatory Education, COVID-related resources - 211 - Title I, Part A	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** 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, BMS will have a 20% or less variance in coding discipline referrals.

**Evaluation Data Sources:** PEIMS and Skyward data for student referrals





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct campus investigations that promote and support a safe and orderly learning environment.  <b>Strategy's Expected Result/Impact:</b> Administrators will ensure that student issues have been thoroughly investigated and that discipline issued is as consistent as possible.  <b>Staff Responsible for Monitoring:</b> Administration  <b>Superintendent Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide ongoing classroom management training in bullying prevention and the discipline matrix  <b>Strategy's Expected Result/Impact:</b> Better managed classrooms will lead to a reduction in the number of bullying incidents and referrals for student disruptions in the classroom.  <b>Staff Responsible for Monitoring:</b> Administration, MTSS coach, and counselors  <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - <b>Superintendent</b>  <b>Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Standardized procedures for referral data entry and analysis  <b>Strategy's Expected Result/Impact:</b> Provide greater consistency between the data entry of various administrators and a systemic method for analysis of data to look for trends and reduce coding issues.  <b>Staff Responsible for Monitoring:</b> campus administrators  <b>Superintendent Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
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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:** By June 2022, BMS will reduce out-of-classroom (in-school suspension, out-of-school suspension, and DAEP) placements by at least 5%.

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All staff will receive training on topics such as sexual abuse, human trafficking, and maltreatment of children.  <b>Strategy's Expected Result/Impact:</b> Provide knowledge in these areas so that staff can better understand and support the whole child  <b>Staff Responsible for Monitoring:</b> Administration, counselors, and social worker  <b>Superintendent Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> The campus will provide continuing education for staff on trauma-sensitive care on how grief and trauma affect student learning and behavior.  <b>Strategy's Expected Result/Impact:</b> Provide more knowledge and a better understanding so that staff are more prepared to support students with their behavior and learning  <b>Staff Responsible for Monitoring:</b> Counselors, social worker, and administration  <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Establish common campus expectations through an active PBIS committee  <b>Strategy's Expected Result/Impact:</b> Decrease student misbehavior to improve the campus climate and learning environment  <b>Staff Responsible for Monitoring:</b> Administration, MTSS Coach, PBIS team  <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide ongoing SEL lessons and support for all BMS students  <b>Strategy's Expected Result/Impact:</b> Foster positive relationships with students and teach them social skills and coping mechanisms so that they will have the appropriate tools to better handle situations that may arise. This will help decrease our discipline referrals and bullying incidents.  <b>Staff Responsible for Monitoring:</b> Counselors, MTSS Coach, and administrators  <b>Superintendent Goals:</b> SG 1, SG 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Review referral data with staff and PBIS/safety committee</p> <p><b>Strategy's Expected Result/Impact:</b> Provide staff with a better understanding of common issues seen across the campus; provide targeted training for staff and interventions for students for those issues to prevent further incidents from occurring; track data for use in campus planning and for celebrating successes</p> <p><b>Staff Responsible for Monitoring:</b> Administration, MTSS coach, and PBIS team</p> <p><b>Superintendent Goals:</b> SG 1, SG 2</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 1:** By June 2022, BMS will increase STAAR growth measures as follows:







SpEd Student Growth: Reading 59% and Math 61%

EL Student Growth: Reading 64% and Math 68%

Eco Dis Student Growth: Reading 64% and Math 68%

**Evaluation Data Sources:** 2022 STAAR Results

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure interventions and supports are provided and documented for students to address instructional gaps and deficiencies due to COVID-related learning loss.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be grouped into intervention groups for reading and math based upon data from common and district assessments over the essential standards. These groups will change each six weeks based upon changes in data so that students are able to get more than a year's worth of growth this year in these areas. The instructional coaches will design lessons based upon standards needing to be re-taught.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, RtI Lead, Instructional Coaches, teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> Staffing - 199-025 - Bilingual/ESL, Resources - 211 - Title I, Part A, Staffing - 199-024 - State Compensatory Education</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Train, support, and monitor fidelity of the use of B.I.G. 8 strategies across the campus with focus on structured academic conversations, higher order thinking, and academic vocabulary</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth of at least one proficiency level on TELPAS and student growth on STAAR as well as greater student success in all classes</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Train campus administrators and ICs in effective modeling and monitoring of B.I.G. 8 strategies for all students</p> <p><b>Strategy's Expected Result/Impact:</b> Greater ability of administrators and coaches to support teachers with planning and implementation in order to see more than one year's worth of growth for all students</p> <p><b>Staff Responsible for Monitoring:</b> Administration and instructional coaches</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Utilize the 21-22 walkthrough form to monitor the use of B.I.G. 8 strategies</p> <p><b>Strategy's Expected Result/Impact:</b> Greater ability of administrators and coaches to support teachers with planning and implementation in order to see more than one year's worth of growth for all students</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches and Administration</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Train in co-teach model in District identified target areas</p> <p><b>Strategy's Expected Result/Impact:</b> Our students in inclusion classes will see more than one year's worth of growth on their STAAR assessments because the teachers will have a greater understanding of instructional planning and models that best support student need.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, instructional coaches, SpEd PLC lead, and SpEd department chair</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers</p> <p><b>Funding Sources:</b> SpEd PLC Lead - 211 - Title I, Part A - \$1,500</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Require all BISD teachers to be ESL endorsed</p> <p><b>Strategy's Expected Result/Impact:</b> All teachers on campus will have a greater understanding of the strategies needed to assist English learners as they develop their knowledge and application of the English language in an academic setting. All EL students will increase a performance level in all four domains on their TELPAS exam and make at least a year's growth on their STAAR Reading and STAAR Math exams.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Refine, support, and monitor the ESL program: pullout and content-based.</p> <p><b>Strategy's Expected Result/Impact:</b> Student growth of at least one proficiency level on TELPAS and student growth on STAAR as well as greater student success in all classes</p> <p><b>Staff Responsible for Monitoring:</b> Administration and instructional coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> Staffing - 199-025 - Bilingual/ESL, Resources - 211 - Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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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:** By June 2021, BMS will increase overall STAAR student growth measures as follows:

Reading Growth 70% to 75%

Math Growth 71% to 75%

**Evaluation Data Sources:** 2021 STAAR results





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus administrators, teachers, ICs, and PLC leads attend training on the effective facilitation of PLCs</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student scores on STAAR exams due to targeted planning for lessons and interventions based upon the TEKS and student data</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, ICs, and PLC leads</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> PLC lead stipends - 211 - Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 0%			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support capacity building with PLC leads, ICs, and campus administration through on-going PLC coaching</p> <p><b>Strategy's Expected Result/Impact:</b> Continuous improvement of campus PLC structures and protocols which leads to more effective and engaging teaching and learning</p> <p><b>Staff Responsible for Monitoring:</b> PLC leads, ICs, and campus administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	 0%			
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide training for and monitoring of balanced literacy and small group math instruction</p> <p><b>Strategy's Expected Result/Impact:</b> Growth of more than one year in reading and math for all students</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches and Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Train and develop campus ICs and MTSS coach in effective classroom coaching cycles to develop and support instruction and classroom management</p> <p><b>Strategy's Expected Result/Impact:</b> Greater implementation of MCP strategies, improved classroom management and growth for all students in all academic areas</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches, MTSS coach, and administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> MCP training - 211 - Title I, Part A, Staffing - 211 - Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Teacher teams participate in structured, extended collaborative planning 6 times throughout the course of the school year</p> <p><b>Strategy's Expected Result/Impact:</b> More effective planning, teaching, and intervention aligned to the standards and addressing student areas of concern based upon data from campus and district assessments</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches and Administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Transition campus assessment program to online testing for all students and refine data protocol to focus on response to data of essential standards</p> <p><b>Strategy's Expected Result/Impact:</b> Student mastery of tools available in online testing platforms and transferring strategies used in class on paper to an online platform; student data tracking for teachers and students in all core content areas of growth on essential standards</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Coaches, and teachers</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
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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 3:** By June 2021, BMS will increase the overall attendance rate.





**Evaluation Data Sources:** PEIMS attendance data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Monitor and implement attendance protocols and procedures to increase attendance rates.  <b>Strategy's Expected Result/Impact:</b> increase attendance rates  <b>Staff Responsible for Monitoring:</b> Administration and Attendance Clerk  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
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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 4:** By June 2022, BMS will develop comprehensive technology integration protocols, systems, and processes to prepare for 1:1 device ratio


**Evaluation Data Sources:** TipWeb campus inventory, documentation of technology integration protocols, systems, and processes






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Increase teacher, student, and family training on BISD online learning platforms including learning management systems and video conferencing software.</p> <p><b>Strategy's Expected Result/Impact:</b> Develop greater ownership and engagement with these platforms for all stakeholders</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Coaches</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Strive to develop and sustain a 1:1 student to device ratio.</p> <p><b>Strategy's Expected Result/Impact:</b> Every classroom will have a Chromebook cart with a class set of devices. Students will be able to engage with instruction through a variety of platforms to increase not only their content knowledge but their tech proficiency with multiple applications and platforms</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Library Media Specialist</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> Chromebook Carts - 211 - Title I, Part A, Chromebook Carts - 199 - General Fund</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Increase the campus's virtual infrastructure to provide more options to access various device platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve internet access for students to be able to access devices on and off campus.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Library Media Specialist</p> <p><b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

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

**Performance Objective 5:** By June 2022, BMS will reduce COVID learning loss by at least 10% as measured by screeners and STAAR/EOC assessments.

**Evaluation Data Sources:** screeners and STAAR/EOC assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide representation at the 2021 Curriculum Council for the identification of Essential Standards that are in alignment with evidence-based best practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to focus more instructional time on the standards that are most essential for this year and student success in subsequent courses. All students will demonstrate mastery on all essential standards before the end of the school year.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Coaches</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement targeted literacy and math intervention programs and refine academic Response to Intervention (RtI) systems to progress monitor and track student growth</p> <p><b>Strategy's Expected Result/Impact:</b> All students will demonstrate academic growth on reading and math STAAR assessments due to a restructured Bear Time with targeted interventions based upon student common assessment data and a focus on small group instruction during tier 1 instruction</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> staffing - 211 - Title I, Part A, staffing - 199-024 - State Compensatory Education, instructional resources - 211 - Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide accelerated instruction opportunities for students not successful on 2021 STAAR assessments through before school, during school, after school, and Saturday tutorials</p> <p><b>Strategy's Expected Result/Impact:</b> All students will demonstrate academic growth on reading and math STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Coaches</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - <b>Superintendent Goals:</b> SG 1, SG 3</p> <p><b>Funding Sources:</b> Staffing - 211 - Title I, Part A, Staffing - 199-024 - State Compensatory Education, Instructional Resources - 211 - Title I, Part A</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				





Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Ensure that all students have access to advanced academics offerings on a consistent basis throughout the school year, including enrichment opportunities</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be enrolled and successful in our honors courses. Different Bear Time enrichment groups will be offered each six weeks for students who are not scheduled for intervention groups.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum - <b>Superintendent Goals:</b> SG 1, SG 3</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



**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, communication logs through virtual platforms

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> BMS will communicate with parents and community members through various mediums. <b>Strategy's Expected Result/Impact:</b> Increased awareness about what is occurring on campus and opportunities for parent involvement <b>Staff Responsible for Monitoring:</b> Administration and Campus Communications Liaison	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Answer calls and emails within 24 hours, if not sooner. <b>Strategy's Expected Result/Impact:</b> Ability to provide quick responses to parent/student needs <b>Staff Responsible for Monitoring:</b> Administration and Staff	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**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, BMS will expand the number of community and business partnerships with BMS by 10%.







**Evaluation Data Sources:** Communication logs

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Work with all community, campus, and district partners (social workers, parent liaisons, truancy officers, SROs, etc.) to ensure student needs are met.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will be able to be more successful with school when their needs are being met.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and counselors</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 3:** 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, BMS will increase the number of needs-driven campus-based family and parent engagement activities by 10% to grow and strengthen our partnership with parent stakeholders.

**Evaluation Data Sources:** Activity advertisements, sign-in sheets, and communication logs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide customer service training to ensure everyone is greeted and feels welcome on our campus. <b>Strategy's Expected Result/Impact:</b> All campus visitors will feel welcome and want to return to campus. <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure students have a learning environment where their physical and emotional well being and safety are prioritized daily <b>Strategy's Expected Result/Impact:</b> Create an improved and safer campus for all students and staff <b>Staff Responsible for Monitoring:</b> Administration	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Reporting and addressing campus infrastructure issues in a timely manner <b>Strategy's Expected Result/Impact:</b> Create an improved and safer campus for all students and staff <b>Staff Responsible for Monitoring:</b> Administration and campus secretary <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 2, SG 4	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure that BMS students have access to a social worker to provide for mental health needs and supports <b>Strategy's Expected Result/Impact:</b> Students will be academically successful and have fewer disciplinary incidents <b>Staff Responsible for Monitoring:</b> Administration <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 2, SG 4	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				