Bastrop Independent School District

Cedar Creek High

2021-2022 Goals/Performance Objectives/Strategies

Mission Statement

Our mission at Cedar Creek High School is to inspire and motivate a community of empowered learners through collaboration and technological integration fostering respect, teaching and learning, and high expectations for all.

Vision

Our vision is empowering global and life-long learners to soar now and into the future.

Table of Contents

Goals

Goal 1: We will ensure a safe and secure environment for all students, staff, and visitors and ensure that Cedar Creek High School 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, BISD will increase safety training opportunities within the district by 5%.

    Evaluation Data Sources: BISD Police Dept. documentation, Safe Schools Audits
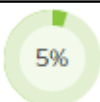
Strategy 1 Details		Reviews			
Strategy 1: Monitor and audit safety plans, drills & processes		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased staff emergency preparation and students feeling more safe in the learning environment. **Staff Responsible for Monitoring:** District & Campus Safety Teams **Superintendent Goals:** SG 1		Oct	Jan	Mar	June
		10%	✗	✗	

| Strategy 2 Details		Reviews			
Strategy 2: Increased collaboration with city/county officials in campus-based emergency response training		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased staff emergency preparation and students feeling more safe in the learning environmen **Staff Responsible for Monitoring:** District & Campus Safety Teams **Superintendent Goals:** SG 1		Oct	Jan	Mar	June
		5%			

Strategy 3 Details		Reviews			
Strategy 3: Provide training for staff on safety drills.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased staff emergency preparation and students feeling more safe in the learning environment. **Staff Responsible for Monitoring:** District & Campus Safety Teams **Superintendent Goals:** SG 1		Oct	Jan	Mar	June
		5%			

Strategy 4 Details	Reviews			
Strategy 4: Conduct after action reviews for all safety drills.	Formative			Summative
Strategy's Expected Result/Impact: Increased staff emergency preparation and students feeling more safe in the learning environment **Staff Responsible for Monitoring:** District & Campus Safety Teams **Superintendent Goals:** SG 1	Oct	Jan	Mar	June
	5%			

Strategy 5 Details	Reviews			
Strategy 5: Conduct threat assessments as appropriate/needed including providing guidance on recognizing harmful, threatening, or violent behavior	Formative			Summative
	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Increased staff emergency preparation and students feeling more safe in the learning environment. **Staff Responsible for Monitoring:** District & Campus Safety Teams **Superintendent Goals:** SG 1	5%			

Strategy 6 Details	Reviews			
Strategy 6: Implement multi-hazard emergency operation plans	Formative			Summative
Strategy's Expected Result/Impact: Increased staff emergency preparation and students feeling more safe in the learning environment. **Staff Responsible for Monitoring:** District & Campus Safety Teams **Superintendent Goals:** SG 1	Oct	Jan	Mar	June
	5%			

Strategy 7 Details	Reviews			
Strategy 7: Procure COVID related operational materials as needed	Formative			Summative
Staff Responsible for Monitoring: District & Campus Safety Teams	Oct	Jan	Mar	June
	15%			

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: We will ensure a safe and secure environment for all students, staff, and visitors and ensure that Cedar Creek High School 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, CCHS will have a 20% or less variance in coding discipline referrals.
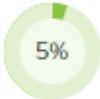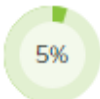
    Evaluation Data Sources: PEIMS discipline data (current & longitudinal)

Strategy 1 Details		Reviews			
Strategy 1: Conduct campus investigations that promote and support a safe and orderly learning environment		**Formative**			**Summative**
Strategy's Expected Result/Impact: Less variance in coding discipline referrals throughout the district.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Campus Administrators, Director of Student Services, Associate Supt. C&I , PEIMS Coordinator **Superintendent Goals:** SG 1		5%			

Strategy 2 Details		Reviews			
Strategy 2: Ongoing classroom management training in bullying prevention and discipline matrix		**Formative**			**Summative**
Strategy's Expected Result/Impact: Less variance in coding discipline referrals throughout the campus.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Campus Administrators, Director of Student Services, Associate Supt. C&I , PEIMS Coordinator		10%			

Strategy 3 Details		Reviews			
Strategy 3: Standardized procedures for referral data entry and analysis		**Formative**			**Summative**
Strategy's Expected Result/Impact: Less variance in coding discipline referrals throughout the district.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Campus Administrators, Director of Student Services, Associate Supt. C&I , PEIMS Coordinator		5%			

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: We will ensure a safe and secure environment for all students, staff, and visitors and ensure that Cedar Creek High School 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, CCHS will increase by 5% the use of Multi-Tiered Systems of Support measures in accurately determining out-of-classroom placements to include in-school suspension, out-of-school suspension, and DAEP

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

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: Staff will have an increased understanding and sensitivity to students that are experiencing trauma and grief.
    Staff Responsible for Monitoring: District Trauma Team & Counselors & Social Workers
    Superintendent Goals: SG 1
		Oct	**Jan**	**Mar**	**June**

		5%			

Strategy 2 Details		Reviews			
Strategy 2: Continuing education for staff on trauma-sensitive care on how grief and trauma affects student learning and behavior		**Formative**			**Summative**

Strategy's Expected Result/Impact: Staff will have an increased understanding on how to identify children in a variety of unsafe conditions and how to access help for these children.
    Staff Responsible for Monitoring: Director of Student Services, Director of School Improvement & Campus Administration
    Superintendent Goals: SG 1
		Oct	**Jan**	**Mar**	**June**

		5%			

Strategy 3 Details		Reviews			
Strategy 3: Refine common campus expectations through an active MTSS committee		**Formative**			**Summative**

Strategy's Expected Result/Impact: Staff will have an increased understanding on how to identify children in a variety of unsafe conditions and how to access help for these children.
    Staff Responsible for Monitoring: Director of State & Fed Programs & School Improvement & High School principals
    Superintendent Goals: SG 1
    Funding Sources: - 199-024 - State Compensatory Education
		Oct	**Jan**	**Mar**	**June**

		5%			

Strategy 4 Details		Reviews			
Strategy 4: Provide ongoing Social Emotional Learning (SEL) lessons and support for all students		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will acquire and effectively apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others, and establish and maintain positive relationships. **Staff Responsible for Monitoring:** Camus Admin and Character Strong Commmittee Members		**Oct**	**Jan**	**Mar**	**June**
		5%			

Strategy 5 Details	Reviews			
Strategy 5: Review referral data with staff and MTSS Campus Committees	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
	5%			
	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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, CCHS will increase STAAR GROWTH measures as follows:
SPED Student Growth: -ENG II - RD 59% & ALG I- M 61%

EL Student Growth: -ENG II- RD 64% & ALG I-M 68%

Eco Dis Student Growth: - ENG II-RD 64% & ALG I- M 68%

Evaluation Data Sources: 2022 STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Ensure interventions and supports are provided and documented for students to address instructional gaps and deficiencies due to COVID-related learning loss	**Formative**			**Summative**
	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Progress monitoring results, roster of students placed on intervention classes, and specific intervention plans **Staff Responsible for Monitoring:** Campus Admin, RtI committee, Instructional Coaches **Superintendent Goals:** SG 2	5%			

Strategy 2 Details	Reviews			
Strategy 2: Train, support, and monitor fidelity of use of B.I.G. 8 strategies across the campus with focus on structured academic conversations, higher order thinking, and academic vocabulary	**Formative**			**Summative**
	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Conisistent and effective instructional stategies will lead to student mastery of the content. **Staff Responsible for Monitoring:** CCHS Admin and Instructional Coaches **Superintendent Goals:** SG 2	5%			

Strategy 3 Details	Reviews			
Strategy 3: Participate in the training of campus administrators and IC's in effective modeling & monitoring of B.I.G. 8 for all students	**Formative**			**Summative**
	Oct	Jan	Mar	June
Strategy's Expected Result/Impact: Conisistent and effective instructional stategies will lead to student mastery of the content. **Staff Responsible for Monitoring:** CHS Admin and Instructional Coaches	5%			

Strategy 4 Details				Reviews			
Strategy 4: Utilize the 21-22 walk through form to monitor use of the B.I.G. 8 strategies.				**Formative**			**Summative**
Strategy's Expected Result/Impact: a) Implementation can be measured by: the use an aligned walk-through form on a scheduled basis with campus instructional leaders b) Impact can be measured by an increase in the use of co-teach approaches other than 1 teach: 1 assist/observe; impact can be measured by increased number of students in co-taught classrooms meeting state standards. **Staff Responsible for Monitoring:** Campus Admin, Instructional Coaches, Special Programs Office staff **Superintendent Goals:** SG 2				**Oct** 5%	**Jan**	**Mar**	**June**

Strategy 5 Details				Reviews			
Strategy 5: Train in co-teach model in District-identified target areas				**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation can be measured by confirming ESL endorsement through SBEC. Impact: Measured by increase of EL students moving at least one language proficiency level in TELPAS and by increase in EL student progress in STAAR. **Staff Responsible for Monitoring:** Campus Admin, Director of Bilingual and EL Programs **Superintendent Goals:** SG 2				**Oct** 5%	**Jan**	**Mar**	**June**

Strategy 6 Details				Reviews			
Strategy 6: Require all BISD teachers to be ESL endorsed				**Formative**			**Summative**
Strategy's Expected Result/Impact: Measured by documented use of B.I.G. 8 strategies (walk through form, PLC planning agendas). Impact: Measured by increase of EL students moving at least one language proficiency level in TELPAS and by increase in EL student progress in STAAR **Staff Responsible for Monitoring:** Campus Admin, ICs, Director of Bililngal and EL Learners				**Oct** 5%	**Jan**	**Mar**	**June**

Strategy 7 Details				Reviews			
Strategy 7: Refine, support and monitor the ESL program: pullout & content-based				**Formative**			**Summative**
				Oct 5%	**Jan**	**Mar**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

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 2022, CCHS will increase Overall STAAR Student GROWTH measures as follows:
ENG II- RD Growth 77%
ALG I- Math Growth 77%

    Evaluation Data Sources: 2022 STAAR Results

Strategy 1 Details		Reviews			
Strategy 1: Campus administrators, teachers, and ICs attend training on the effective facilitation of PLCs		**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation will be measured by: Training sign-in sheet and increased use of B.I.G. 8 strategies in instruction as measured by walkthrough data. Impact will be measured by improvement in common assessment and academic target data, TELPAS speaking, listening, and composite scores. **Staff Responsible for Monitoring:** Campus Admin, C&I Specialists and Coordinators, Director of Accountability and Curriculum. **Superintendent Goals:** SG 2		**Oct**	**Jan**	**Mar**	**June**
		30%			
Strategy 2 Details		**Reviews**			
Strategy 2: Support capacity building with PLC Leads, ICs, and campus administration through on-going PLC coaching		**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation will be measured by: Training Sign-In Sheets, increased alignment in PLC work to the essential 4 questions for a PLC. Impact will be measured by increased focus of instructional delivery during PLC conversation and response to student data and by increase in academic target, common assessment, and state assessment achievement. **Staff Responsible for Monitoring:** Campus Admin, Director of Accountability and Curriculum, Associate Superintendent of Academics		**Oct**	**Jan**	**Mar**	**June**
		5%			
Strategy 3 Details		**Reviews**			
Strategy 3: Provide training for and monitoring of balanced literacy and guided math/small group math instruction.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Implementation will be measured by teacher growth, training sign in sheets. **Staff Responsible for Monitoring:** Campus Admin and ICs		**Oct**	**Jan**	**Mar**	**June**
		0%			

Strategy 4 Details	Reviews			
Strategy 4: Train and develop campus ICs in effective classroom coaching cycles to develop and support instruction	Formative			Summative
Strategy's Expected Result/Impact: Implementation will be measured by teacher growth, training sign in sheets.	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Director of Accountability and Curriculum, Associate Superintendent of Academics	10%			

Strategy 5 Details	Reviews			
Strategy 5: Teacher teams participate in structured, extended collaborative planning 6 times throughout the course of the school year.	Formative			Summative
	Oct	Jan	Mar	June
	5%			

Strategy 6 Details	Reviews			
Strategy 6: Transition local assessment program to online testing for all students and refine data protocol to focus on response to data of essential standards.	Formative			Summative
	Oct	Jan	Mar	June
	20%			

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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 2022, BISD will increase the percent of graduates meeting College, Career & Military Readiness by 6 percentage points (36% to 42%)

Evaluation Data Sources: 2022 College, Career, and Military Readiness Student Listing

Strategy 1 Details	Reviews			
Strategy 1: Monitor and implement career pathways that lead to industry certification and careers after high school	**Formative**			**Summative**
Strategy's Expected Result/Impact: 1.) Implementation can be measured by the success rate of students passing and obtaining Industry recognized certifications. 2.) Impact will be seen when students that successfully graduate from CTE pathways are qualified to enter the workforce in high demand and high paying occupations. **Staff Responsible for Monitoring:** Campus Admin and Director of CTE **Superintendent Goals:** SG 2	**Oct**	**Jan**	**Mar**	**June**
	10%			
Strategy 2 Details	Reviews			
Strategy 2: Provide training and support for SAT, ACT, TSI readiness and differentiation in Pre-AP and AP coursework	**Formative**			**Summative**
Strategy's Expected Result/Impact: 1.) Implementation can be measured by events created to support awareness for post-secondary options, and student surveys of career interests, and academic interests. 2.) Impact can be measured by attendees and the development of additional programming to support post secondary readiness such as new pathways, certifications, and increased admissions to all post-secondary institutions. **Staff Responsible for Monitoring:** Campus Admin and Director of Accountability and Curriculum **Superintendent Goals:** SG 2	**Oct**	**Jan**	**Mar**	**June**
	10%			
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

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, Cedar Creek High School will Increase the campus attendance rate.

Evaluation Data Sources: Attendance data

Strategy 1 Details		Reviews			
Strategy 1: Monitor and implement attendance protocols and procedures to increase attendance rates		**Formative**			**Summative**
Strategy's Expected Result/Impact: Attendance data will improve and in turn, students performance will improve.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CCHS Attendance Committee Members, Counselors, Admin **Superintendent Goals:** SG 2		10%			
	0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

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, Cedar Creek High School will develop comprehensive technology integration protocols, systems, and processes to prepare for 1:1 device ratio.

    Evaluation Data Sources: TipWeb inventory

Strategy 1 Details		Reviews			
Strategy 1: Increase teacher, student, and family training on BISD online learning platforms including learning management systems and video conferencing software		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase online student engagement in all contents.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CCHS Administrators, Counselors, and Teachers **Funding Sources:** - 199-024 - State Compensatory Education		0%			
Strategy 2 Details		Reviews			
Strategy 2: Strive to develop and sustain a 1:1 student to device ratio		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase online student engagement in all contents.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CCHS Administrators **Funding Sources:** - 199-024 - State Compensatory Education		5%			
Strategy 3 Details		Reviews			
Strategy 3: Increase CCHS'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.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CCHS Administrators		0%			
0% No Progress	100% Accomplished	→ Continue/Modify		✖ Discontinue	

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 6: By June 2022, Cedar Creek High School will reduce COVID learning loss by at least 10% as measured by screeners and STAAR/EOC assessments.

Strategy 1 Details	Reviews			

Strategy 1: Provide representation to 2022 Curriculum Council for the identification of Essential Standards in alignment with evidence-based practices.
    Strategy's Expected Result/Impact: Increase online student engagement in all contents.
    Staff Responsible for Monitoring: CCHS Admin
	Formative			**Summative**

	Oct	Jan	Mar	June
	5%			

Strategy 2 Details	Reviews			
Strategy 2: Implement targeted literacy and math intervention programs and refine academic Response to Intervention (RtI) systems to progress monitor and track student growth. **Staff Responsible for Monitoring:** CCHS Administration and Teachers	**Formative**			**Summative**
	Oct	Jan	Mar	June
	5%			

Strategy 3 Details	Reviews			
Strategy 3: Provide accelerated instruction opportunities for students not successful on 2022 STAAR and EOC assessments through before school, during school, after school, and Saturday tutorials	**Formative**			**Summative**
	Oct	Jan	Mar	June
	25%			

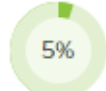| Strategy 4 Details	Reviews			
Strategy 4: Ensure that all students have access to advanced academics offerings on a consistent basis throughout the school year, including enrichment opportunities	**Formative**			**Summative**
	Oct	Jan	Mar	June
	15%			

Strategy 5 Details	Reviews			
Strategy 5: Increase student participation and performance in SAT, ACT, TSIA, PSAT, and AP exams	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
	0%			
	0% No Progress 100% 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.

Strategy 1 Details	Reviews			
Strategy 1: Communicate with parents and community members through various mediums	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent involvement.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CCHS Admin	5%			

Strategy 2 Details	Reviews			
Strategy 2: Answer calls and emails within 24 hours, if not sooner.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent involvement and increase positive relationships with CCHS families.	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: CCHS administration, Counselors, Teachers, and Staff	35%			

0% No Progress	100% 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 2: By June 2022, BISD will expand the number of community partnerships and needs-driven district-based family & parent engagement activities by 5% to support and accelerate student outcomes and opportunities

Strategy 1 Details	Reviews			
Strategy 1: Work with all community, campus and district partners (social workers, parent liaisons, truancy officers, SROs, etc.) to ensure student needs are met	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
	15%			

0%	No Progress	100%	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 3: By May 2022, CCHS 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: Agendas, sign-ins

Strategy 1 Details		Reviews			
Strategy 1: Provide customer service training to ensure everyone is greeted and feels welcomed on campuses		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
		0%			
Strategy 2 Details		**Reviews**			
Strategy 2: Ensure students have a learning environment where their physical and emotional well being and safety are prioritized daily		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
		20%			
Strategy 3 Details		**Reviews**			
Strategy 3: Reporting and addressing campus infrastructure issues on a timely basis		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
		35%			
0% No Progress	100% Accomplished	→ Continue/Modify		✗ Discontinue	