Bastrop Independent School District

Bluebonnet Elementary

2024-2025 Goals/Performance Objectives/Strategies

Mission Statement

Bluebonnet's mission is to provide a well-rounded education, promote positive social values, and establish a safe and caring environment; where parents and community are partners.

Vision

Bluebonnet Elementary will be an inviting and compassionate school community united with families, in our dedication to children through a commitment of innovative instruction and fostering a desire to learn.

School Motto

A Professional Learning Community with a Big Heart!

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Goals

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

Performance Objective 1: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Reading from 31% to 48% and STAAR Math from 31% to 53%.

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details			Reviews		
Strategy 1: Implement grade-appropriate academic and behavioral processes to ensure student ownership of individual goal setting			**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students self management will increase and students will have personal ownership of their continued achievement.			**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Teachers					

Strategy 2 Details			Reviews		
Strategy 2: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning (CBPL) structures			**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teacher leaders will be further developed and equipped to serve diverse populations of students and grow other teachers.			**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Instructional Coaches					

Strategy 3 Details			Reviews		
Strategy 3: Implement structured time to include discussion of formative student data, effective instructional strategies, and make adjustments to instructional delivery.			**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teachers will refine instructional moves more quickly in response to formative feedback and find strengths from colleagues in which they can lean on.			**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Instructional Coaches					

Strategy 4 Details	Reviews		
Strategy 4: Refine and develop practices that are diagnostic of student extended constructed responses and directly target the quantity of students earning a score of 0. **Strategy's Expected Result/Impact:** If this strategy is successful our quantity of 0 responses and quality of 1-9 responses will more directly reflect our students' ability levels. **Staff Responsible for Monitoring:** Reading Instructional Coach, Principal, Teachers	**Formative**		**Summative**
	Nov	**Feb**	**Apr**

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 2: By May 2025, implement High-Quality Instructional Materials aligned to Math, Literacy, and Science Frameworks with 95% fidelity.

   Evaluation Data Sources: BISD Walkthrough Form, CBPL agendas, coaching cycles

Strategy 1 Details	Reviews		
Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will ensure each classroom is being taught equitably and that there remains grade level consistency.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches			

Strategy 2 Details	Reviews		
Strategy 2: Provide training and follow-up coaching in HQIM lesson internalization and lesson execution	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful the delivery of lessons will be at the highest quality.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Instructional Coaches, Principal			

Strategy 3 Details	Reviews		
Strategy 3: Ensure teachers have sufficient planning time to internalize lessons, analyze student work, and collaborate	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teachers will deliver lessons and facilitate student learning at high levels of both comprehension and student achievement.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Instructional Coaches, Principal			

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

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

Performance Objective 3: By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by 75%.

Evaluation Data Sources: NWEA MAP Growth Data

Strategy 1 Details	Reviews		
Strategy 1: Coach and support teaching staff based on data	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful, teachers will receive personalized coaching responsive to their skill set and student group	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Instructional Coaches			

Strategy 2 Details	Reviews		
Strategy 2: Analyze and sort student work: categorize student work into high, medium, and low levels of mastery, and analyze to look for trends in student misconceptions	**Formative**		**Summative**
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: If this strategy is successful, classrooms will calibrate expectations as well as find strengths and weaknesses of individual TEKS. **Staff Responsible for Monitoring:** CBPL Leads			

Strategy 3 Details	Reviews		
Strategy 3: Data on various levels will be collected and analyzed routinely (individual student data, teacher data, grade level data, and schoolwide)	**Formative**		**Summative**
	Nov	**Feb**	**Apr**
Strategy's Expected Result/Impact: If this strategy is successful there will be individual accountability on a variety of levels. **Staff Responsible for Monitoring:** Principal			

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

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

Performance Objective 1: By May 2025, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading.
Emergent Bilingual Math 69%, Reading 62%
Special Education Math: 58%, Reading 50%
Economically Disadvantaged Math: 65%, Reading 60%

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details	Reviews		
Strategy 1: Implement coordinated and proactive structures to address intervention and/or enrichment for all students	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students will receive specific and appropriate interventions that will improve their test scores	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: RTI Leads			

Strategy 2 Details	Reviews		
Strategy 2: Support the development of Special Programs staff to provide exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful our students will have increased success on grade level content	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Assistant Principal			

Strategy 3 Details	Reviews		
Strategy 3: Implement a dual language program model and increase efforts in ESL practices	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful our EB and ESL students will have improved access to grade level content and excel in their academics as well as their language development	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Assistant Principal			

Strategy 4 Details	Reviews		
Strategy 4: Develop the skills of Instructional Coaches to equip them to meet the needs of teachers on campus	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will curate a system of support for staff and further improve our success with students	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal			

Strategy 5 Details	Reviews		
Strategy 5: Hire a Para Professional to serve small groups of students with specific intervention needs.	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will meet the needs of more students **Staff Responsible for Monitoring:** RTI Leads	**Nov**	**Feb**	**Apr**

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

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

Performance Objective 2: By May 2025 Increase the percentage of Emergent Bilingual students showing growth on Texas English Language Proficiency Assessment System (TELPAS) from 29% to 55%.

    Evaluation Data Sources: 2025 Accountability data, ECR/SCR data, Summit K-12 data

Strategy 1 Details	Reviews		
Strategy 1: Provide training and support to implement systems to assess proficiency in mastery of writing standards	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students will have an increased success in their ECR scores. **Staff Responsible for Monitoring:** Reading Instructional Coach	**Nov**	**Feb**	**Apr**

Strategy 2 Details	Reviews		
Strategy 2: Support integration of Content-Based Language Instruction (CBLI) methods into Tier 1 Instruction	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful instruction will have increased culturally and linguistically responsive delivery. **Staff Responsible for Monitoring:** Assistant Principal	**Nov**	**Feb**	**Apr**

Strategy 3 Details	Reviews		
Strategy 3: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will see a greater positive impact in language development for our Emergent Bilingual students. **Staff Responsible for Monitoring:** Assistant Principal	**Nov**	**Feb**	**Apr**

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

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

Performance Objective 3: By May 2025, 85% of staff members engaged in BISD professional development sessions will be prepared to apply new learning in a short time frame.

    Evaluation Data Sources: Professional Learning Plan evaluation data gathered at district- or campus-based professional learning sessions.

Strategy 1 Details		Reviews		
Strategy 1: Create a structure for peer observation of HQIM and strategy implementation including action planning		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teachers will acquire and refine skills from colleagues in practice **Staff Responsible for Monitoring:** Instructional Coaches, Principal		**Nov**	**Feb**	**Apr**

Strategy 2 Details		Reviews		
Strategy 2: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teachers will receive training and support for current needs based on observational feedback **Staff Responsible for Monitoring:** Principal		**Nov**	**Feb**	**Apr**

Strategy 3 Details		Reviews		
Strategy 3: Campus will design a series of teacher lead professional development opportunities for the staff to choose from based on their needs.		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teacher leaders will further share their craft to increase staff capacity. **Staff Responsible for Monitoring:** Principal		**Nov**	**Feb**	**Apr**

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

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

Performance Objective 1: By May 2025, increase student attendance from 92.7% to 94%.

    Evaluation Data Sources: PEIMS Attendance Data

Strategy 1 Details		Reviews		
Strategy 1: Inform and update parents regularly about campus attendance policies and procedures		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will increase the understanding and prioritization of attendance for our families.		**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal				

Strategy 2 Details		Reviews		
Strategy 2: Offer individual students and classroom incentives in recognition of exceptional and/or improved attendance		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will see an improvement in our chronically absent student's attendance.		**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselor				

Strategy 3 Details		Reviews		
Strategy 3: Connect students with attendance issues with campus mentors		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students will have another adult on campus that will positively promote good attendance.		**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselor				

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

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

Performance Objective 2: By May 2025, the percentage of students who receive three or more disciplinary referrals will decrease by 5%

    Evaluation Data Sources: Skyward Discipline Reports

Strategy 1 Details	Reviews		
Strategy 1: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will adjust and improve our expectation conversations to more beneficially respond to student needs.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Assistant Principal			

Strategy 2 Details	Reviews		
Strategy 2: Implement campus-wide expectations and policies ensure that classroom rituals and routines, instructional activities, physical space, and social environment validate multiple experiences and perspectives.	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students will have clear and reasonable routines in all areas	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal			

Strategy 3 Details	Reviews		
Strategy 3: Implement parent relationship building strategies to wrap around and support students with frequent behavioral concerns.	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful we will strengthen our family relationships, support home/school discipline connections, and improve student behavior.	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal			

     0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 3: By May 2025, 80% of classrooms will regularly use at least three district-approved educational technology tools.

Evaluation Data Sources: Digital Learning aligned walkthrough data, BISD Walkthrough Form, CBPL Agendas

Strategy 1 Details	Reviews		
Strategy 1: Implement blended learning strategies to include station rotation model, goal setting, and conferencing	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students will have more personalized learning opportunities that benefit their learning style and needs. **Staff Responsible for Monitoring:** Principal	**Nov**	**Feb**	**Apr**
Strategy 2 Details	**Reviews**		
Strategy 2: Provide ongoing professional learning for teaching staff to effectively integrate technology into their instruction	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful there will be an improvement in the differentiation of support for students **Staff Responsible for Monitoring:** Principal	**Nov**	**Feb**	**Apr**
Strategy 3 Details	**Reviews**		
Strategy 3: Pilot and develop the use of new technology to increase the timeliness and quality of feedback on student work.	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful students will have relevant and timely feedback **Staff Responsible for Monitoring:** Reading Instructional Coach	**Nov**	**Feb**	**Apr**

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 1: By May 2025, reduce teacher turnover to 21%.

    Evaluation Data Sources: Human Resources and Texas Performance Reporting System (TPRS) retention data

Strategy 1 Details		Reviews		
Strategy 1: Employee personalized strategies to retain staff		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is success staff will be more inclined to remain at BES. **Staff Responsible for Monitoring:** Principal		**Nov**	**Feb**	**Apr**

Strategy 2 Details		Reviews		
Strategy 2: Provide ongoing support for teacher leaders in adult facilitation and team dynamics		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teacher teams will strengthen and students will benefit from the collaboration **Staff Responsible for Monitoring:** Principal		**Nov**	**Feb**	**Apr**

Strategy 3 Details		Reviews		
Strategy 3: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice		**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful teachers will have specific next steps to refine their practice and grow their skill set. **Staff Responsible for Monitoring:** Principal		**Nov**	**Feb**	**Apr**

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 2: By May 2025, survey data will show an 15% increase in participation of parent and family engagement opportunities.

    Evaluation Data Sources: Volunteer platform registration, campus sign-in sheets

Strategy 1 Details	Reviews		
Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful the campus will better serve the needs of the parents within our school	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal			

Strategy 2 Details	Reviews		
Strategy 2: Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful our families will have greater access and use of tools to meet their unique needs	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Counselor			

Strategy 3 Details	Reviews		
Strategy 3: Develop capacity building opportunities for families to teach literacy, math, and science skills	**Formative**		**Summative**
Strategy's Expected Result/Impact: If this strategy is successful families will have tools that support the work of our school and their child's academic needs	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal			

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue