

Bastrop Independent School District

Bluebonnet Elementary

2023-2024 Goals, Performance Objectives, and 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!

Goals

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

Performance Objective 1: By May 2024, implement the BISD MTSS Model with 90% fidelity across all campus settings resulting in increased student engagement.

High Priority

Evaluation Data Sources: Brag Board Data, Observational Data

Strategy 1 Details

Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices.

Strategy's Expected Result/Impact: Staff will have relevant and best practice strategies to use in the classroom to move learning forward.

Staff Responsible for Monitoring: MTSS Coach and MTSS Team

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: We will monitor implementation of SEL curriculum in the classroom.

Strategy's Expected Result/Impact: Students will have specific, research based instruction that will foster a sense of belonging and allow for safe and productive learning spaces.

Staff Responsible for Monitoring: Counselor, Admin

Strategy 3 Details

Strategy 3: The MTSS team will meet to review and discuss consistency in application of expectations across the campus.

Strategy's Expected Result/Impact: When behavioral expectations are consistent across the campus, regardless the staff member in charge at the moment or where the student may be at that time, there is clear accountability of rules and expectations.

Staff Responsible for Monitoring: MTSS Team, MTSS Coach, Admin

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

Performance Objective 2: By May 2024, student perceptions of their ability to manage their emotions, thoughts, and behaviors will increase to 75% (currently 66%).

Evaluation Data Sources: Self-Management indicator on Panorama student survey administered 2x/year.

Strategy 1 Details
<p>Strategy 1: Conduct campus investigations that promote and support a safe and orderly learning environment</p> <p>Strategy's Expected Result/Impact: Striving to get to the root of an issue and spending time to reteach appropriate behavior in various situations will yield long term behavioral changes.</p> <p>Staff Responsible for Monitoring: APs</p>
Strategy 2 Details
<p>Strategy 2: Create a plan to address Social Emotional Learning teacher and student data</p> <p>Strategy's Expected Result/Impact: Our campus leadership will remain cognizant of the current campus perceptions as well as have the ability to make next steps to increase overall survey data.</p> <p>Staff Responsible for Monitoring: MTSS Coach, Admin</p>
Strategy 3 Details
<p>Strategy 3: Campus counselor will meet with flagged students with poor survey data in order to address their specific needs</p> <p>Strategy's Expected Result/Impact: Our most vulnerable students will receive prescriptive individual feedback and wrap around support in order to have the best learning experience possible.</p> <p>Staff Responsible for Monitoring: Counselor</p>

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

Performance Objective 3: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Math from 41% to 49% and STAAR Reading from 37% to 46%.

Evaluation Data Sources: AT Data, Interim Assessment Data, 2024 STAAR

Strategy 1 Details

Strategy 1: Campus Leadership will meet with teacher teams following unit/module assessments in math and reading to progress monitor next steps specific to moving the data forward in relation to individual students.

Strategy's Expected Result/Impact: There will be clear understanding of where our gaps in learning current exist and how students are performing from unit to unit or module to module.

Staff Responsible for Monitoring: Admin, ICs

Strategy 2 Details

Strategy 2: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning Practices and structures.

Strategy's Expected Result/Impact: Teams doing the work each day have an intimate knowledge of the curriculum and when individuals and teams are strengthened there is a greater self reliance and ability to problem solve in the moment for student success.

Staff Responsible for Monitoring: ICs, Principal

Strategy 3 Details

Strategy 3: Through the use of Zearn, Amplify, and Summit students will have access to online enrichment specific to their current needs.

Strategy's Expected Result/Impact: Each day students will be engaged with an intervention specific to their needs in both math and reading.

Staff Responsible for Monitoring: Admin, RTI Leads

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

Performance Objective 1: By May 2024, implement High-Quality Instructional Materials aligned to Math and Literacy Frameworks with 80% fidelity.

Evaluation Data Sources: HQIM-Aligned Measurement Tool, Campus Walkthrough Data Tracker

Strategy 1 Details
Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed Strategy's Expected Result/Impact: Through consistent monitoring, we will assure our students are receiving grade level appropriate instruction Staff Responsible for Monitoring: ICs, Admin
Strategy 2 Details
Strategy 2: Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials Strategy's Expected Result/Impact: Teachers will have support in making the most effective instructional moves to meet their student's needs. Staff Responsible for Monitoring: ICs, Admin, ELT
Strategy 3 Details
Strategy 3: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate Strategy's Expected Result/Impact: Well prepared teachers will excel in lesson delivery in the classroom Staff Responsible for Monitoring: Principal, ICs
Strategy 4 Details
Strategy 4: Ensure teachers have opportunities to see one another in practice using our HQIMs Strategy's Expected Result/Impact: Teachers will learn from one another and refine their individual practices for greater student success Staff Responsible for Monitoring: Admin

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

Performance Objective 2: By May 2024, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Academic Growth targets for STAAR Math and Reading.

Emergent Bilingual Math: 77%, Reading 62%

Special Education Math: 62%, Reading 48%

Economically Disadvantaged Math: 74%, Reading 67%

Evaluation Data Sources: 2024 Accountability Data, AT Data, Interim Data

Strategy 1 Details
<p>Strategy 1: Implement a dual language program model</p> <p>Strategy's Expected Result/Impact: Students that participate in the dual language model will have research proven success and perform comparably to their non bilingual peers.</p> <p>Staff Responsible for Monitoring: Admin, ICs</p>
Strategy 2 Details
<p>Strategy 2: Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations</p> <p>Strategy's Expected Result/Impact: These research based best practices yield academic success for all learners.</p> <p>Staff Responsible for Monitoring: Admin, ICs</p>
Strategy 3 Details
<p>Strategy 3: Support Special Programs staff in providing exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization</p> <p>Strategy's Expected Result/Impact: Students receiving special programming support will benefit from refined practices and strengthened systems of support.</p> <p>Staff Responsible for Monitoring: Admin</p>
Strategy 4 Details
<p>Strategy 4: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing</p> <p>Strategy's Expected Result/Impact: Emergent Bilingual students will increase in their TELPAS and STAAR performance</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal</p>

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

Performance Objective 3: By May 2024, 85% of staff members will report a positive perception of the implementation of the BISD Professional Learning Plan system.

Evaluation Data Sources: Professional Learning Plan Evaluation Data

Strategy 1 Details
<p>Strategy 1: Create a campus-based system for monitoring professional learning portfolios Strategy's Expected Result/Impact: Staff will remain current on relevant teaching practices and curricular development Staff Responsible for Monitoring: Assistant Principals</p>
Strategy 2 Details
<p>Strategy 2: Create a structure for cross-campus peer observation of High-Quality Instructional Materials and strategy implementation, to include debrief and action planning Strategy's Expected Result/Impact: The staff will see others across the district in action and have live professional development and refinement of best practices. Staff Responsible for Monitoring: Admin</p>
Strategy 3 Details
<p>Strategy 3: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices Strategy's Expected Result/Impact: Teachers will remain current and fluent in best practices for the highest quality delivery of lessons Staff Responsible for Monitoring: Admin, ICs</p>

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

Performance Objective 1: By May 2024, increase student attendance from 92.59% to 94%

Evaluation Data Sources: PEIMS attendance reports

Strategy 1 Details
<p>Strategy 1: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures</p> <p>Strategy's Expected Result/Impact: My expected result is students and families to have different modalities to learn about attendance procedures that will directly contribute to meeting our campus goal.</p> <p>Staff Responsible for Monitoring: AP and Attendance Clerk</p>
Strategy 2 Details
<p>Strategy 2: Create specific student centered goals and incentivize attendance with our most frequently tardy.</p> <p>Strategy's Expected Result/Impact: My expected results are students that are most frequently tardy will have goals and incentives that will increase our campus goal of 94% daily attendance.</p> <p>Staff Responsible for Monitoring: AP and attendance clerk</p>
Strategy 3 Details
<p>Strategy 3: Create a classroom attendance goal and incentives for reaching classroom goal attendance</p> <p>Strategy's Expected Result/Impact: My expected result is to create attendance goals and incentives at the classroom level which result in increase student attendance.</p> <p>Staff Responsible for Monitoring: AP and attendance clerk</p>

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

Performance Objective 2: By May 2024, Student positive perceptions of physical and psychological safety at school will increase by 5%, from 65% to 70%.

Evaluation Data Sources: Panorama Annual Student Survey

Strategy 1 Details
<p>Strategy 1: Create a schoolwide safety team comprised of students</p> <p>Strategy's Expected Result/Impact: Expected result/impact is to create and maintain a safe learning environment where students are invested and involved in the schoolwide safety process.</p> <p>Staff Responsible for Monitoring: Campus administrators, School Counselor</p>
Strategy 2 Details
<p>Strategy 2: Provide safety drill training and debrief for staff and students throughout the year</p> <p>Strategy's Expected Result/Impact: All staff and students will proficient procedures and processes in case of an emergency.</p> <p>Staff Responsible for Monitoring: Assistant Principal</p>
Strategy 3 Details
<p>Strategy 3: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs</p> <p>Strategy's Expected Result/Impact: Our school will have a secure systems for visitor check-in/out that all staff follow with fidelity.</p> <p>Staff Responsible for Monitoring: Administrators, Office Staff</p>

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

Performance Objective 3: By May 2024, reduce teacher turnover to 10%.

Evaluation Data Sources: Staff Retention Reports

Strategy 1 Details
Strategy 1: Employ personalized strategies to retain staff Strategy's Expected Result/Impact: Staff will have a deeper sense of belonging and choose to remain at BES. Staff Responsible for Monitoring: Principal, Assistant Principals
Strategy 2 Details
Strategy 2: Develop and strategically deploy marketing materials that present the school as an attractive place to work Strategy's Expected Result/Impact: The campus culture of excellence will be evident in appearance of the building and conditions of the workplace. Staff Responsible for Monitoring: Principal
Strategy 3 Details
Strategy 3: Provide ongoing support for teacher leaders in adult facilitation and team dynamics Strategy's Expected Result/Impact: Team members will be more equip to handle small stressors Staff Responsible for Monitoring: Principal, ICs

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

Performance Objective 1: By May 2024, Survey data will show an 8% increase in positive perceptions of family engagement.

Evaluation Data Sources: Stakeholder Surveys, Volunteer Registration on VOLY

Strategy 1 Details
<p>Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs Strategy's Expected Result/Impact: My expected result is that parents and families have access to customized surveys to give feedback that will help determine specific engagement needs that impact campus decisions. Staff Responsible for Monitoring: Admin</p>
Strategy 2 Details
<p>Strategy 2: Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students Strategy's Expected Result/Impact: My expected result is to implement processes and strategies that will support our families of students experiencing homelessness, foster care students, and migrant students that will show increase in survey data. Staff Responsible for Monitoring: Admin</p>
Strategy 3 Details
<p>Strategy 3: Provide capacity-building events for parents and families on critical aspects of student learning Strategy's Expected Result/Impact: My expected result is that there will be capacity-building events for parents and families to attend throughout the school year. Staff Responsible for Monitoring: Admin</p>

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

Performance Objective 2: By May 2024, the number of community and business members participating in campus committees and events will increase by 8%

Evaluation Data Sources: Volunteer Registration on VOLY

Strategy 1 Details
<p>Strategy 1: Engage community and business partners in meaningful opportunities to participate Strategy's Expected Result/Impact: Families and community members will feel comfortable engaging in campus events and we will foster meaningful relationships. Staff Responsible for Monitoring: Counselor, Principal</p>
Strategy 2 Details
<p>Strategy 2: Establish an inclusive campus welcoming system that engages all visitors Strategy's Expected Result/Impact: Visitors will feel welcomed and will continue to support our campus needs. Staff Responsible for Monitoring: Counselor, Principal</p>
Strategy 3 Details
<p>Strategy 3: Create and communicate specific volunteer opportunities within our online volunteer platform Strategy's Expected Result/Impact: Community members and parents will have the ability to participate in campus events. Staff Responsible for Monitoring: Counselor</p>

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

Performance Objective 3: Parental participation in twice annual student conferences will reach 80% attendance.

Evaluation Data Sources: Student Conference Sign In Sheets

Strategy 1 Details
<p>Strategy 1: We will plan, communicate, and schedule parent teacher conferences Strategy's Expected Result/Impact: Families will be scheduled to attend a spring conference that allows them to see their child's growth from the fall semester. Staff Responsible for Monitoring: Principal, Classroom Teachers</p>
Strategy 2 Details
<p>Strategy 2: Families will leave from conferences with specific next steps they can support their child in, in relation to math, reading, and attendance. Strategy's Expected Result/Impact: Families will be clear in grade level expectations for their child as well as have the ability to continue learning at home. Staff Responsible for Monitoring: Teachers</p>
Strategy 3 Details
<p>Strategy 3: Teachers will have sub coverage for a spring day of conferences to further ensure parents schedules are prioritized for spring conferences. Strategy's Expected Result/Impact: Teachers will have undivided attention for families on the day of their spring conference. Staff Responsible for Monitoring: Principal, Secretary</p>