Bastrop Independent School District

Bastrop High

2022-2023 Goals/Performance Objectives/Strategies

Mission Statement

As a leader in innovative, student-centered education, the mission of Bastrop ISD and Bastrop High School is to ignite passion for life-long learning and to successfully motivate and prepare all students to compete globally by ensuring they are engaged in diverse, rigorous, and relevant learning experiences that incorporate 21st Century skills.

Core Beliefs

A diverse and engaging environment contributes to successful learning.

Serving the individual needs of all learners is central to our mission.

Community collaboration directly results in the growth of our schools.

Education empowers everyone.

People feel valued when they are heard.

Involvement beyond the classroom contributes to student success.

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Goals

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

Performance Objective 1: Implement Social Emotional Learning (SEL) curricular resources focused on building community within our classrooms, addressing students' social and emotional needs, and teaching stress management techniques

Evaluation Data Sources: Panorama Survey Data

Strategy 1 Details	Formative Reviews		
Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices	**Formative**		
Strategy's Expected Result/Impact: Reduction in office referrals	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Admin			
Strategy 2 Details	**Formative Reviews**		
Strategy 2: The MTSS team will meet to review and update current campus expectations for all common areas of the campus to include safe, respectful and responsible actions stated in a positive manner.	**Formative**		
Strategy's Expected Result/Impact: focus on safety and security of all stakeholders	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Admin			
Strategy 3 Details	**Formative Reviews**		
Strategy 3: Deliver Character Strong lessons once a week during Bear Time to all students.	**Formative**		
Strategy's Expected Result/Impact: address students' social and emotional needs	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: MTSS Team			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue			

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

Performance Objective 2: Increase students' positive self perception of self-management and growth mindset skills

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct campus investigations that promote and support a safe and orderly learning environment	**Formative**		
Strategy's Expected Result/Impact: Improved behavior	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Admin			
Strategy 2 Details	**Formative Reviews**		
Strategy 2: Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations	**Formative**		
Strategy's Expected Result/Impact: Improved student behavior	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: admin			
Strategy 3 Details	**Formative Reviews**		
Strategy 3: Review survey data and respond appropriately.	**Formative**		
Strategy's Expected Result/Impact: improvement in areas of concern	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: admin			
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

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

Performance Objective 3: Increase the percentage of students at Meets Grade Level on STAAR Math from 41% to 47% and STAAR Reading from 34% to 45%

    Evaluation Data Sources: STAAR Scores

Strategy 1 Details	Formative Reviews		
Strategy 1: Solicit input from campus instructional leaders on grade-appropriate and feasible academic and behavioral measures for individual student goal setting	**Formative**		
Strategy's Expected Result/Impact: increase scores **Staff Responsible for Monitoring:** instructional leaders	**Nov**	**Feb**	**Apr**

Strategy 2 Details	Formative Reviews		
Strategy 2: Build capacity in all campus teams to implement and facilitate effective PLC structures	**Formative**		
Strategy's Expected Result/Impact: increase scores **Staff Responsible for Monitoring:** instructional leaders	**Nov**	**Feb**	**Apr**

Strategy 3 Details	Formative Reviews		
Strategy 3: 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**		
Strategy's Expected Result/Impact: increased scores **Staff Responsible for Monitoring:** instructional leadership	**Nov**	**Feb**	**Apr**

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

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

Performance Objective 1: Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading

Evaluation Data Sources: STAAR Scores

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide support for classroom co-teach models specifically focused on small groups, stations, and parallel teaching	**Formative**		
Strategy's Expected Result/Impact: increased scores **Staff Responsible for Monitoring:** instructional leadership	**Nov**	**Feb**	**Apr**

Strategy 2 Details	Formative Reviews		
Strategy 2: Implement coordinated and proactive structures to address intervention and/or enrichment for all students	**Formative**		
Strategy's Expected Result/Impact: increased scores **Staff Responsible for Monitoring:** instructional leadership	**Nov**	**Feb**	**Apr**

Strategy 3 Details	Formative Reviews		
Strategy 3: Implement various specialized intervention built in during the day to address unique needs of students.	**Formative**		
Strategy's Expected Result/Impact: increase scores **Staff Responsible for Monitoring:** instructional leadership	**Nov**	**Feb**	**Apr**

Strategy 4 Details	Formative Reviews		
Strategy 4: Implement Simultaneous Word Study structures to support English language proficiency of Emergent Bilingual students	**Formative**		
Strategy's Expected Result/Impact: increased socres **Staff Responsible for Monitoring:** instructional leadership team	**Nov**	**Feb**	**Apr**

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

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

Performance Objective 2: Increase training and coaching on implementing the teaching and learning strategies of academic conversations, explicit vocabulary instruction, and higher order thinking questions for all grades levels and content areas

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

Strategy 1 Details	Formative Reviews		
Strategy 1: Create a focused, year-long plan for implementation and monitoring of the Big 3	**Formative**		
Strategy's Expected Result/Impact: increase staar scores **Staff Responsible for Monitoring:** instructional leadership team	**Nov**	**Feb**	**Apr**

Strategy 2 Details	Formative Reviews		
Strategy 2: Provide training and ongoing support for the effective use of techniques that encourage critical thinking skills, differentiation, and scaffolded supports.	**Formative**		
Strategy's Expected Result/Impact: increased staar scores **Staff Responsible for Monitoring:** instructional leadership team	**Nov**	**Feb**	**Apr**

Strategy 3 Details	Formative Reviews		
Strategy 3: Create a structure for cross-campus peer observation of Big 3 strategies	**Formative**		
Strategy's Expected Result/Impact: increase staar scores **Staff Responsible for Monitoring:** instructional leadership team	**Nov**	**Feb**	**Apr**

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

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

Performance Objective 1: Student attendance will increase from 90% to94%

    Evaluation Data Sources: attendance rate at end of year

Strategy 1 Details	Formative Reviews		

Strategy 1: Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance
    Strategy's Expected Result/Impact: increase student attendance
    Staff Responsible for Monitoring: admin
	Formative		

	Nov	**Feb**	**Apr**

Strategy 2 Details	Formative Reviews		

Strategy 2: Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements
    Strategy's Expected Result/Impact: increase student attendance
    Staff Responsible for Monitoring: admin
	Formative		

	Nov	**Feb**	**Apr**

Strategy 3 Details	Formative Reviews		

Strategy 3: Create a written campus attendance action plan
    Strategy's Expected Result/Impact: increase student attendance rate
    Staff Responsible for Monitoring: admin
	Formative		

	Nov	**Feb**	**Apr**

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

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

Performance Objective 2: Survey data will show increased positive perceptions of physical and psychological safety at schools

    Evaluation Data Sources: Panorama SEL student surveys administered two times per year (school safety measure)

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide safety drill training and debrief for staff and students throughout the year	**Formative**		
Strategy's Expected Result/Impact: increased positive perceptions of physical and psychological safety at schools	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: admin			

Strategy 2 Details	Formative Reviews		
Strategy 2: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs	**Formative**		
Strategy's Expected Result/Impact: increased positive perceptions of physical and psychological safety at schools	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: admin			

Strategy 3 Details	Formative Reviews		
Strategy 3: Create a student-led campus safety patrol	**Formative**		
Strategy's Expected Result/Impact: increased positive perceptions of physical and psychological safety at schools	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Principal			

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

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

Performance Objective 3: Retain 86% of teachers.

    Evaluation Data Sources: retention rate at end of school year

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide ongoing support for teacher leaders in adult facilitation and team dynamics	**Formative**		
Strategy's Expected Result/Impact: increase retention rate to 86%	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership team			

Strategy 2 Details	Formative Reviews		
Strategy 2: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice	**Formative**		
Strategy's Expected Result/Impact: increase retention rate to 86%	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership team			

Strategy 3 Details	Formative Reviews		
Strategy 3: Develop normed tools and processes to conduct observations, capture trends, and track progress over time.	**Formative**		
Strategy's Expected Result/Impact: increase retention rate to 86%	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership team			

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

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

Performance Objective 1: Survey data will show increased positive perceptions of parent and community engagement opportunities

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

Strategy 1 Details	Formative Reviews		
Strategy 1: Integrate multiple communication strategies with families into teacher roles and responsibilities	**Formative**		
Strategy's Expected Result/Impact: increased positive perceptions of parent and community engagement opportunities **Staff Responsible for Monitoring:** leadership team	**Nov**	**Feb**	**Apr**

Strategy 2 Details	Formative Reviews		
Strategy 2: Administer customized surveys for parents and families to determine specific engagement needs	**Formative**		
Strategy's Expected Result/Impact: increased positive perceptions of parent and community engagement opportunities **Staff Responsible for Monitoring:** leadership team	**Nov**	**Feb**	**Apr**

Strategy 3 Details	Formative Reviews		
Strategy 3: Send out weekly communication to parents on campus dates, announcements, and upcoming events.	**Formative**		
Strategy's Expected Result/Impact: increased positive perceptions of parent and community engagement opportunities **Staff Responsible for Monitoring:** leadership team	**Nov**	**Feb**	**Apr**

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

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

Performance Objective 2: Increase in business and community member participation in campus committees and events

Evaluation Data Sources: Event listings, staff/family newsletters, agendas, meeting notes, sign-in sheets

Strategy 1 Details	Formative Reviews		
Strategy 1: Engage community and business partners in meaningful opportunities to participate	**Formative**		
Strategy's Expected Result/Impact: Increase in business and community member participation in campus committees and events	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership team			

Strategy 2 Details	Formative Reviews		
Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media	**Formative**		
Strategy's Expected Result/Impact: Increase in business and community member participation in campus committees and events	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership team			

Strategy 3 Details	Formative Reviews		
Strategy 3: Establish an inclusive campus welcoming system that engages all visitors	**Formative**		
Strategy's Expected Result/Impact: Increase in business and community member participation in campus committees and events	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership team			

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

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

Performance Objective 3: Increase the percentage of graduates that are college, career, and/or military ready (CCMR) from 47% to 60%, so can receive all 30 CCMR points in Domain 3.

    Evaluation Data Sources: EOY Accountability Report

Strategy 1 Details	Formative Reviews		
Strategy 1: Conduct monthly tracking and reporting of CCMR indicators by cohort.	**Formative**		
Strategy's Expected Result/Impact: increase CCMR points	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Leadership and counseling team			
Strategy 2 Details	**Formative Reviews**		
Strategy 2: Provide training and support for SAT, ACT, TSI readiness and differentiation in Pre-AP and AP coursework	**Formative**		
Strategy's Expected Result/Impact: increase CCMR points	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: leadership and counseling team			
Strategy 3 Details	**Formative Reviews**		
Strategy 3: Implement at college prep class for seniors who do not have their CCMR point.	**Formative**		
Strategy's Expected Result/Impact: increased CCMR points	**Nov**	**Feb**	**Apr**
Staff Responsible for Monitoring: Leadership and counseling team			
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			