

Bastrop Independent School District
Bastrop Intermediate
2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: C

Mission Statement

Bastrop Intermediate School ensures high levels of learning for all students and staff in a safe and secure environment so that all students are able to be successful at or above grade level.

Vision

Bastrop Intermediate will be known for ensuring high levels academic achievement in that all students make at least one year's growth from year to year.

Staff Commitments

At Bastrop Intermediate School we are committed to the following:

1. Providing a safe learning & positive environment for all students and staff
2. Ensuring high levels of academic achievement for all students and staff
3. Building and maintaining positive and trusting relationships with all stakeholders
4. Holding all students and staff accountable

Table of Contents

Goals	4
Goal 1: Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.	4
Goal 2: Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.	9
Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.	12
Goal 4: Collaborative Partnerships: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.	18

Goals





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

Performance Objective 1: Strategic Priority: BISSD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.

Aligned Performance Objective: 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: Observational data
 Brag Board data
 Discipline data
 Panorama SEL Student Surveys
 DBRC data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices</p> <p>Strategy's Expected Result/Impact: Teachers will be prepared to address students emotional, social, and behavior needs.</p> <p>Staff Responsible for Monitoring: MTSS Coach PBIS Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Superintendent Goals: SG 1</p>	Formative		
	Nov	Feb	Apr

Strategy 2 Details	Formative Reviews		
<p>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.</p> <p>Strategy's Expected Result/Impact: We will have a more positive approach to behavior.</p> <p>Staff Responsible for Monitoring: MTSS Coach PBIS Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 1</p>	Formative		
	Nov	Feb	Apr
Strategy 3 Details	Formative Reviews		
<p>Strategy 3: The campus will designate time in the master schedule for all students to receive daily SEL time.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to implement what they've learned and students will have the opportunity to connect to campus expectations daily.</p> <p>Staff Responsible for Monitoring: Principal MTSS Coach</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 1</p>	Formative		
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Goal 1: Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 2: Strategic Priority: BISSD will identify work/life skills most important for students to know and create a framework for implementing them.

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

Evaluation Data Sources: Panorama SEL student surveys administered two times per year
 Observational data
 Discipline data
 DBRC data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a plan to address Social Emotional Learning teacher and student survey data.</p> <p>Strategy's Expected Result/Impact: We will be able to address the current social, emotional, and behavioral needs of our students.</p> <p>Staff Responsible for Monitoring: MTSS Coach PBIS Committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 1</p>	Formative		
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Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations</p> <p>Strategy's Expected Result/Impact: We will be able to be more proactive in our approach to behavior and reduce the number of discipline referrals.</p> <p>Staff Responsible for Monitoring: MTSS Coach PBIS Committee Assistant Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 1</p>	Formative		
	Nov	Feb	Apr





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Conduct campus investigations that promote and support a safe and orderly learning environment.</p> <p>Strategy's Expected Result/Impact: Students will feel heard and know that their concerns are promptly addressed and feel safer at school.</p> <p>Staff Responsible for Monitoring: Assistant Principals Counselors</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 1</p>	Formative		
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Goal 1: Student Success and Well-Being: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 3: Strategic Priority: BISSD will develop systems and structures that value student ownership of their academic and behavioral success.
 Aligned Performance Objective: Increase the percentage of students at Meets Grade Level on STAAR Math from 34% to 50% and STAAR Reading from 36% to 50%

Evaluation Data Sources: 2023 Accountability Data
 AT data
 Mock STAAR Data
 Formative assessment data
 Observational data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Solicit input from campus instructional leaders on grade-appropriate and feasible academic and behavioral measures for individual student goal setting.</p> <p>Strategy's Expected Result/Impact: Teachers and students will take more ownership in the outcome of student learning.</p> <p>Staff Responsible for Monitoring: Instructional Coaches PLC Leads</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- Superintendent Goals: SG 1</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Build capacity in all campus teams to implement and facilitate effective PLC structures.</p> <p>Strategy's Expected Result/Impact: All teachers will address the 4 essential questions (what do we want students to know, how will we know that they know it, what do when do when they don't, and what do we do when they do).</p> <p>Staff Responsible for Monitoring: Instructional Coaches</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement Zearn & Desmos to supplement instruction in Math.</p> <p>Strategy's Expected Result/Impact: Students will receive additional supports in math to increase their learning using a system that tracks their progress.</p> <p>Staff Responsible for Monitoring: Math Instructional Coach</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 1</p>	Formative		
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Goal 2: Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 1: Strategic Priority: BISD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.

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

Evaluation Data Sources: 2023 Accountability Data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Provide support for classroom co-teach models specifically focused on small groups, stations, and parallel teaching.</p> <p>Strategy's Expected Result/Impact: Our students will receive the additional support they need in order to close their learning gaps.</p> <p>Staff Responsible for Monitoring: Sped Department Chair Campus LPAC Coordinator Assistant Principals</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 2</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.</p> <p>Strategy's Expected Result/Impact: At least 36% of our students will make at least one year's growth on TELPAS.</p> <p>Staff Responsible for Monitoring: Campus LPAC Coordinator/Administrator</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	Apr





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Implement coordinated and proactive structures to address intervention and/or enrichment for all students.</p> <p>Strategy's Expected Result/Impact: We will be able to reduce our students' learning gaps and increase the number of students achieving meets in reading and math.</p> <p>Staff Responsible for Monitoring: Instructional Coaches Campus Principal</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Superintendent Goals: SG 2</p>	Formative		
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Goal 2: Teaching and Learning Practices: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 2: Strategic Priority: BISD will enhance professional learning with opportunities for teachers to visit/observe model classrooms that successfully blend the teaching of academic content, practical work skills, and critical thinking.

Aligned Performance Objective: 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: ESL Cohort Training
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		
	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		
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Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 1: Strategic Priority: BISD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.

Aligned Performance Objective: Student attendance will remain at 94% or higher.

Evaluation Data Sources: Skyward reports
PEIMS attendance reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Create a written campus attendance action plan.</p> <p>Strategy's Expected Result/Impact: Parents and students will have clear attendance guidelines to follow and be able to fully understand our attendance policy.</p> <p>Staff Responsible for Monitoring: Attendance Clerk Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Results Driven Accountability - Superintendent Goals: SG 3</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>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.</p> <p>Strategy's Expected Result/Impact: We will reduce the amount of missed instructional time for students with chronic absences.</p> <p>Staff Responsible for Monitoring: Attendance Clerk Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Results Driven Accountability - Superintendent Goals: SG 3</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance.</p> <p>Strategy's Expected Result/Impact: Parents and students will have a greater understanding of the importance of their child attending school everyday and in turn increase their attendance rate.</p> <p>Staff Responsible for Monitoring: Attendance Clerk Assistant Principal</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Results Driven Accountability - Superintendent Goals: SG 3</p>	Formative		
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Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 2: Strategic Priority: BISD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.

Aligned Performance Objective: 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		
<p>Strategy 1: Provide safety drill training and debrief for staff and students throughout the year.</p> <p>Strategy's Expected Result/Impact: All students and staff will know how to respond in the event of a real emergency.</p> <p>Staff Responsible for Monitoring: Assistant Principal Campus Security Monitor BISD Police</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs.</p> <p>Strategy's Expected Result/Impact: This will ensure that all persons entering and exiting our building are tracked and our campus remains a safe place for all students and staff.</p> <p>Staff Responsible for Monitoring: Front Office Staff Assistant Principal BISD Police Campus Security Monitor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 3</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Create a student-led campus safety patrol.</p> <p>Strategy's Expected Result/Impact: Students will take ownership in keeping our campus safe and have a sense of responsibility in everyone's safety.</p> <p>Staff Responsible for Monitoring: Counselors Campus Safety Monitor</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>- Superintendent Goals: SG 3</p>	Formative		
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Goal 3: Organizational Culture: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 3: Strategic Priority: BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: Retain 70% of teachers.

Evaluation Data Sources: Staff retention data reports

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Employing personalized strategies to retain staff. Strategy's Expected Result/Impact: We will be able to recruit teachers who are a good fit for our campus and therefore will stay from year to year. Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing - Superintendent Goals: SG 3</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice. Strategy's Expected Result/Impact: Staff will feel supported and that that they are capable of doing the job well. Staff Responsible for Monitoring: Instructional Coaches District C&I Assistant Principals Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Develop and strategically deploy marketing materials that present the school as an attractive place to work.</p> <p>Strategy's Expected Result/Impact: We will receive more highly qualified applicants and have less vacancies throughout the school year.</p> <p>Staff Responsible for Monitoring: Campus Principal District HR Department</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>- Superintendent Goals: SG 3</p>	Formative		
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Goal 4: Collaborative Partnerships: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 1: Strategic Priority: BISD will expand family/community engagement and parent education activities to support and accelerate student outcomes.

Aligned Performance Objective: 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		
<p>Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs.</p> <p>Strategy's Expected Result/Impact: Families will feel heard and we will be able to meet the needs of our families by getting more families engaged.</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Provide capacity-building events for parents and families on critical aspects of student learning.</p> <p>Strategy's Expected Result/Impact: Families will have a greater understanding of their student's learning objectives and goals and allow us to become partners in their student's learning.</p> <p>Staff Responsible for Monitoring: Campus Principal Teachers</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Schedule monthly Principal Chat meetings, at various dates and times.</p> <p>Strategy's Expected Result/Impact: We will build partnerships with families and give them an opportunity to take a more active roll in what goes on campus and with their student's learning.</p> <p>Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4</p>	Formative		
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Goal 4: Collaborative Partnerships: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 2: Strategic Priority: BISD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.

Aligned Performance Objective: 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		
<p>Strategy 1: Engage community and business partners in meaningful opportunities to participate. Strategy's Expected Result/Impact: Students, family and staff will feel supported by community members. Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: Community members will be viewed as true partners in our students' learning. Staff Responsible for Monitoring: Campus Principal</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Establish an inclusive campus welcoming system that engages all visitors.</p> <p>Strategy's Expected Result/Impact: Visitors who feel welcome will come more often and be able to contribute to our campus culture by volunteering and supporting our events and classrooms.</p> <p>Staff Responsible for Monitoring: Campus Principal Front Office Staff</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Superintendent Goals: SG 4</p>	Formative		
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