

# **Bastrop Independent School District**

## **Cedar Creek Middle**

### **2023-2024 Goals, Performance Objectives, and Strategies**



# Mission Statement

The mission of Bastrop Independent School District, a leader in innovative student centered education, is to motivate and ignite passion for life-long learning and successfully prepare all students to compete globally by ensuring engagement in a diverse, rigorous, and relevant learning experience that incorporates 21st Century Skills.

## Vision

Cedar Creek Middle School students will be independent and life-long learners.

# 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: BISD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.

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

**Evaluation Data Sources:** observational data, Brag Board data, Discipline 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 be better able to support and manage students resulting in a decrease in disciplinary incidents.

**Staff Responsible for Monitoring:** MTSS Coach

**TEA Priorities:**

Recruit, support, retain teachers and principals, Improve low-performing schools

**- ESF Levers:**

Lever 3: Positive School Culture

## Strategy 2 Details

**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.

**Strategy's Expected Result/Impact:** Framing behavior in terms of what is allowed vs what is not allowed will give students a better understanding of expected behavior resulting in decreased disciplinary incidents.

**Staff Responsible for Monitoring:** MTSS Coach

**TEA Priorities:**

Recruit, support, retain teachers and principals, Improve low-performing schools

**- ESF Levers:**

Lever 3: Positive School Culture

### Strategy 3 Details

**Strategy 3:** Each teacher at CCMS will have a minimum of 10 positive parent contacts per grading cycle.

**Strategy's Expected Result/Impact:** Increased parental awareness and involvement resulting in reduced disciplinary incidents.

**Staff Responsible for Monitoring:** MTSS Coach, Principal, Assistant Principal

**TEA Priorities:**

Improve low-performing schools

- **ESF Levers:**

Lever 3: Positive School Culture

**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: BISD will identify work/life skills most important for students to know and create a framework for implementing them.

Aligned Performance Objective: By May 2024, student perceptions of their ability to manage their emotions, thoughts, and behaviors will increase by 10%.

**Evaluation Data Sources:** Self-Management indicator on Panorama student survey administered 2x/year, observational data, Discipline data

Strategy 1 Details
<p><b>Strategy 1:</b> Create a plan to address Social Emotional Learning teacher and student survey data</p> <p><b>Strategy's Expected Result/Impact:</b> By reviewing and acting upon student and teacher feedback , students and teacher we will be better able to address SEL needs resulting improved campus climate</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coach</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Conduct campus investigations that promote and support a safe and orderly learning environment.</p> <p><b>Strategy's Expected Result/Impact:</b> Equitable findings that positively impact classroom and building-wide learning environments.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations</p> <p><b>Strategy's Expected Result/Impact:</b> Consistent data that reflect equitable disciplinary practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p>

**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: BISD will develop systems and structures that value student ownership of their academic and behavioral success.

Aligned Performance Objective: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Math from 17% to 40% and STAAR Reading from 28% to 40%

**Evaluation Data Sources:** 2024 Accountability Data, AT data, Interim STAAR Data, formative assessment data

Strategy 1 Details
<p><b>Strategy 1:</b> Solicit input from campus instructional leaders on grade-appropriate and feasible academic and behavioral measures for individual student goal setting</p> <p><b>Strategy's Expected Result/Impact:</b> Establishment of individual student goals promote student ownership over academic performance</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Build capacity in all campus teams to implement and facilitate effective CBPL structures</p> <p><b>Strategy's Expected Result/Impact:</b> Increased CBPL effectiveness resulting improved student learning</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Implement campus-wide expectations and policies ensure that classroom rituals and routines, instructional activities, physical space, and social environment validate multiple experiences and perspectives.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student engagement resulting in improved student academic performance</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>

**Strategy 4 Details**

**Strategy 4:** Support students through after school and Saturday tutoring and attendance recovery

**Strategy's Expected Result/Impact:** Increased student performance on all STAAR tests and Algebra I EOC.

**Staff Responsible for Monitoring:** Assistant Principal

**Strategy 5 Details**

**Strategy 5:** Develop comprehensive technology integration protocols including 1:1 device utilization, systems, and processes.

**Strategy's Expected Result/Impact:** Increased access to and utilization will better prepare students for 21st century careers.

**Staff Responsible for Monitoring:** Assistant Principal

**ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

**Strategy 6 Details**

**Strategy 6:** Math and RLA interventions/extensions for ALL students during EAGLE TIME.

**Staff Responsible for Monitoring:** Principal

**TEA Priorities:**

Build a foundation of reading and math, Improve low-performing schools

**- ESF Levers:**

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

**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 develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.

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

**High Priority**

**Evaluation Data Sources:** HQIM-Aligned Measurement Tool

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Provide support for classroom co-teach models specifically focused on small groups, stations, and parallel teaching</p> <p><b>Strategy's Expected Result/Impact:</b> Improved instructional practice resulting in increased student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal, DCs, Assistant Principals</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.</p> <p><b>Strategy's Expected Result/Impact:</b> Utilization of formative data to inform classroom practices resulting in attainment of TELPAS progress indicator</p> <p><b>Staff Responsible for Monitoring:</b> TELPAS CTC</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Implement coordinated and proactive structures to address intervention and/or enrichment for all students</p> <p><b>Strategy's Expected Result/Impact:</b> Student will receive timely and targeted intervention and enrichment resulting improved student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coaches</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>



### Strategy 4 Details

**Strategy 4:** Staff and equip support classes in Math, Read, and Writing.

**Strategy's Expected Result/Impact:** Growth measures for students enrolled reading and math classes. Improved Domain I scores.

**Staff Responsible for Monitoring:** Campus administration, Instructional coaches, Read Lab, Math Lab, and Creative Writing Teachers

**TEA Priorities:**

Recruit, support, retain teachers and principals

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

**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: BISSD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.

Aligned Performance Objective: 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 STAAR Data, formative assessment data

Strategy 1 Details
<p><b>Strategy 1:</b> Create a focused, year-long plan for training, implementing and monitoring of campus and district instructional priorities including the Big 3</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher instructional efficacy and consistency resulting in improved student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Create a structure for cross-campus peer observation of campus and district instructional strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher instructional efficacy and consistency resulting in improved student achievement</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Ongoing training and support for campus instructional leaders</p> <p><b>Strategy's Expected Result/Impact:</b> Increase campus instructional leadership capacity</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>

### Strategy 4 Details

**Strategy 4:** Staff campus with second instructional coach

**Strategy's Expected Result/Impact:** Increased instructional support for teacher resulting in improved student achievement

**Staff Responsible for Monitoring:** Principal

**TEA Priorities:**

Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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

**Performance Objective 3:** 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: 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, other campus data source

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Increase teacher, student, and family training on online learning platforms including learning management systems and video conferencing software</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher efficacy engaging and instruction online learners</p> <p><b>Staff Responsible for Monitoring:</b> Campus and District leadership</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Develop and sustain a 1:1 student to device ratio</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student access to devices</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principal</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>

**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: By May 2024, increase student attendance from 90% to 94%

**Evaluation Data Sources:** Skyward reports, PEIMS attendance reports

**Strategy 1 Details**

**Strategy 1:** 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:** Increased student attendance and reduced chronic absenteeism

**Staff Responsible for Monitoring:** Assistant Principal

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

**Strategy 2 Details**

**Strategy 2:** Provide training to campus staff on the district's procedures and supports to address attendance requirements

**Strategy's Expected Result/Impact:** Increased awareness for procedures and supports for staff will improve their ability to respond to and support student with attendance concerns there by increasing student attendance.

**Staff Responsible for Monitoring:** Assistant Principal

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

### Strategy 3 Details

**Strategy 3:** Recognition of students and parents, guardians, or caregivers for improved school attendance and perfect attendance

**Strategy's Expected Result/Impact:** Engagement and acknowledgement of stakeholders will create buy in to attendance initiatives thereby improving school attendance for students

**Staff Responsible for Monitoring:** Attendance Team

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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

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

Aligned Performance Objective: By May 2024, Student positive perceptions of physical and psychological safety at school will increase by 10%.

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

Strategy 1 Details
<p><b>Strategy 1:</b> Provide safety drill training and debrief for staff and students throughout the year <b>Strategy's Expected Result/Impact:</b> Increased clarity for the role staff and students in campus safety. <b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Analyze visitor check-in/check-out practices to determine possible training and/or resource needs <b>Strategy's Expected Result/Impact:</b> Review of process and systems may show areas of need that can be improved upon thereby increase campus safety. <b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Improve facility infrastructure to positively impact campus safety <b>Strategy's Expected Result/Impact:</b> Improved campus safety <b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>

**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: By May 2024, reduce teacher turnover to 10%.

**Evaluation Data Sources:** Staff retention data reports, Mentor/Mentee meetings

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Develop normed tools and processes to conduct observations, capture trends, and track progress over time. <b>Strategy's Expected Result/Impact:</b> Use data to drive training and support to address staff needs creating a supportive environment for teachers thereby increasing retention <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Provide ongoing support for teacher leaders in adult facilitation and team dynamics <b>Strategy's Expected Result/Impact:</b> Increasing campus leadership capacity increases support available to teachers resulting in improved retention</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>
<b>Strategy 3 Details</b>
<p><b>Strategy 3:</b> Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice. <b>Strategy's Expected Result/Impact:</b> Providing timely and meaningful feedback to teachers will increase retention <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>



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

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

Strategy 1 Details
<p><b>Strategy 1:</b> Collaborate with campus PTA to provide support and increase parent engagement efforts</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental engagement resulting strengthened partnership with families</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>
Strategy 2 Details
<p><b>Strategy 2:</b> Integrate multiple communication strategies with families into teacher roles and responsibilities</p> <p><b>Strategy's Expected Result/Impact:</b> Increased parental engagement resulting strengthened partnership with families</p> <p><b>Staff Responsible for Monitoring:</b> Campus Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>
Strategy 3 Details
<p><b>Strategy 3:</b> Provide capacity-building events for parents and families on critical aspects of student learning</p> <p><b>Strategy's Expected Result/Impact:</b> Working in conjunction with parents to address needs of students</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>

#### Strategy 4 Details

**Strategy 4:** Schedule various engagement events such as Coffee with Principal , Open House and Connexions at various times

**Strategy's Expected Result/Impact:** Increased involvement from parents and community stakeholders

**Staff Responsible for Monitoring:** Principal

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 3: Positive School Culture

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

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

<b>Strategy 1 Details</b>
<p><b>Strategy 1:</b> Engage community and business partners in meaningful opportunities to participate <b>Strategy's Expected Result/Impact:</b> Increased partnership with campus <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture</p>
<b>Strategy 2 Details</b>
<p><b>Strategy 2:</b> Recognize community and business participation and/or sponsorship in campus newsletters and on social media <b>Strategy's Expected Result/Impact:</b> Strengthened engagement and connection with business community <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture</p>

### Strategy 3 Details

**Strategy 3:** Establish an inclusive campus welcoming system that engages all visitors

**Strategy's Expected Result/Impact:** Increased community engagement by creating a welcoming environment

**Staff Responsible for Monitoring:** Principal

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 3: Positive School Culture