

Bastrop Independent School District

Colony Oaks Elementary

2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

Colony Oaks Elementary 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

Colony Oaks Elementary School will be known for ensuring high levels of academic achievement in that all students make at least one year's growth from year to year.

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
<p>Strategy 1: The MTSS team will meet to review and update current campus expectations for all common areas of the campus to include safe, respectful, responsible, and kind actions stated in a positive manner.</p> <p>Strategy's Expected Result/Impact: All stakeholders will know the campus expectations of being safe, respectful, responsible, and kind and be able to follow them with fidelity.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Implement campus training resources to ensure meaningful and timely training of MTSS best practices</p> <p>Strategy's Expected Result/Impact: Colony Oaks Elementary has implemented SEL lessons into the master schedule to ensure the fidelity of delivery</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS Team, Leadership Team</p>
Strategy 3 Details
<p>Strategy 3: Monitor implementation of SEL curriculum</p> <p>Strategy's Expected Result/Impact: Six-indicator walkthrough forms will be used for classrooms observations</p> <p>Staff Responsible for Monitoring: MTSS and Administrative Team</p>

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 show at least a 65% favorable rating

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

Strategy 1 Details
<p>Strategy 1: Schedule regular reviews of the campus discipline dashboard to identify trends, disproportionality, and possible adaptations Strategy's Expected Result/Impact: The MTSS Team will disseminate the data during monthly meetings to identify trends and how to address them Staff Responsible for Monitoring: MTSS Team & Assistant Principal</p>
Strategy 2 Details
<p>Strategy 2: Schedule recurring conferences with social work and/or counseling staff to address schoolwide or individual student needs Strategy's Expected Result/Impact: 9-week meetings with RTI, SPED, District Coaches, MTSS, Teachers, and Assistant Principals to discuss students within the tiered system. Staff Responsible for Monitoring: Assistant Principals</p>
Strategy 3 Details
<p>Strategy 3: Create a plan to address Social-Emotional Learning teacher and student survey data Strategy's Expected Result/Impact: Create opportunities using the Panorama survey for student and staff data to be collected to inform areas of strength/weakness Staff Responsible for Monitoring: 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, student STAAR scores at Meets Grade Level will be the following: Math at 45% and Reading at 50%

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

Strategy 1 Details
Strategy 1: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning Practices (CBPLP) structures Strategy's Expected Result/Impact: Develop and implement best practices for weekly CBPLs to positively impact student learning and growth Staff Responsible for Monitoring: District Coaches and Administration
Strategy 2 Details
Strategy 2: Implement grade-appropriate and feasible academic and behavioral processes to ensure student ownership of individual goal-setting Strategy's Expected Result/Impact: Providing an environment that allows students to understand and set realistic personal goals Staff Responsible for Monitoring: District Coaches
Strategy 3 Details
Strategy 3: Provide implementation support for teachers engaged in Texas Reading Academies Strategy's Expected Result/Impact: Teachers will be allowed time to complete Texas Reading Academies to provide a positive impact on the foundations of reading Staff Responsible for Monitoring: Principal

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.

Evaluation Data Sources: HQIM-Aligned Measurement Tool,

Strategy 1 Details
<p>Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed Strategy's Expected Result/Impact: As usage of new curriculum is monitored and supported, both confidence in teacher implementation and student achievement will increase. Staff Responsible for Monitoring: Instructional Coach and ELT</p>
Strategy 2 Details
<p>Strategy 2: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution Strategy's Expected Result/Impact: Educator confidence will increase as our campus provides weekly avenues for teachers to plan, internalize, and execute our new curricula. Staff Responsible for Monitoring: Instructional Coaches, ELT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>
Strategy 3 Details
<p>Strategy 3: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate Strategy's Expected Result/Impact: As accountability of educators increase, teachers will be provided with ample planning both with their team and instructional leaders. These increased opportunities will build campus community and student achievement. Staff Responsible for Monitoring: Principal</p>

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>Strategy 1: 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: Incorporating the CBPL processes will allow for lesson internalization by teachers to include differentiation to address various learners and special populations within the classroom.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches and Assistant Principals</p>
Strategy 2 Details
<p>Strategy 2: 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: Providing opportunities for co-teachers to plan and internalize lessons focusing on blended teaching strategies and behavior support to address student needs within the classroom. Teachers will be able to see co-teaching modeled with possible class and campus visits.</p> <p>Staff Responsible for Monitoring: District Instructional Coaches and MTSS Coaches</p>
Strategy 3 Details
<p>Strategy 3: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.</p> <p>Strategy's Expected Result/Impact: The use of SummitK12 in the classroom focused on the listening and speaking components of TELPAS; while providing interdisciplinary reading and writing opportunities for all students.</p> <p>Staff Responsible for Monitoring: 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: 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

Strategy 1 Details
<p>Strategy 1: Create a structure for cross-campus peer observation of High-Quality Instructional Materials and strategy implementation, including debriefing and action planning</p> <p>Strategy's Expected Result/Impact: Schedules will be made for multi-grade level visits. Teachers will be able to observe and visit various classrooms as well as a designated person to visit vertical CBPLs and then share with grade level to action plan implementation.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, District Instructional Coaches, MTSS Coach</p>
Strategy 2 Details
<p>Strategy 2: Develop and implement a campus-based system for creating, practicing, and delivering professional learning</p> <p>Strategy's Expected Result/Impact: Wednesdays have been designated as campus professional development. These campus days will be used to include needed campus development of various content.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal and Team Leads</p>
Strategy 3 Details
<p>Strategy 3: Create a campus-based system for monitoring professional learning portfolios</p> <p>Strategy's Expected Result/Impact: District Portfolios have been created to monitor mandated professional development opportunities as well as designated campus-based development</p> <p>Staff Responsible for Monitoring: Assistant Principal</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, the student attendance rate will be 94%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports

Strategy 1 Details
<p>Strategy 1: Create a written campus attendance action plan</p> <p>Strategy's Expected Result/Impact: The campus will have an attendance committee to monitor truancy</p> <p>Staff Responsible for Monitoring: Attendance clerk, Assistant Principal, Counselor, and Social Worker</p>
Strategy 2 Details
<p>Strategy 2: Provide training to campus staff on the district's procedures to address attendance requirements</p> <p>Strategy's Expected Result/Impact: Attendance will be monitored and reported if students show excessive absences and or tardies. Teachers will be trained to use the protocol of parent contact, and attendance clerk notification before a concern arises.</p> <p>Staff Responsible for Monitoring: Attendance clerk</p>
Strategy 3 Details
<p>Strategy 3: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures</p> <p>Strategy's Expected Result/Impact: School status, Skyward, and Email will be used to notify families before a concern proves to be a problem.</p> <p>Staff Responsible for Monitoring: Attendance Clerk and Assistant Principal</p>

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: By May 2024, Student positive perceptions of physical and psychological safety at school will show a favorable rating of at least 60%

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

Strategy 1 Details
<p>Strategy 1: Provide safety drill training and debrief for staff and students throughout the year. Strategy's Expected Result/Impact: Increased practice will make teachers, staff, and students more confident and able to act safely during an actual emergency. Staff Responsible for Monitoring: Assistant Principal</p>
Strategy 2 Details
<p>Strategy 2: Implement a monitoring system for door lock fidelity checks Strategy's Expected Result/Impact: This will maintain the expectation of all doors being locked at all times. Staff Responsible for Monitoring: Assistant Principals</p>
Strategy 3 Details
<p>Strategy 3: Create a student-led campus safety patrol Strategy's Expected Result/Impact: When students have ownership of their responsibilities, they are more likely to hold themselves and each other accountable. Staff Responsible for Monitoring: Patrol Club Leader- Staff/ Teacher</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, the teacher turnover rate will be 10% or less.

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

Strategy 1 Details
<p>Strategy 1: Employ personalized strategies to retain staff Strategy's Expected Result/Impact: When teachers feel valued, trusted, and have some flexibility, it boosts morale and creates a desirable campus to be employed by. Staff Responsible for Monitoring: Principal/ Assistant Principal</p>
Strategy 2 Details
<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: When teachers receive small, specific feedback, they will more often make adjustments and internalize shift in their instruction. Staff Responsible for Monitoring: Principal/ Assistant Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>
Strategy 3 Details
<p>Strategy 3: Provide ongoing support for teacher leaders in adult facilitation and team dynamics Strategy's Expected Result/Impact: Supporting teachers in leadership roles will promote continued growth throughout the team. Staff Responsible for Monitoring: Principal/ Assistant Principal</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 a positive perception of family engagement.

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

Strategy 1 Details
<p>Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs Strategy's Expected Result/Impact: Parents and families will feel more invested and increase campus volunteering and involvement. Staff Responsible for Monitoring: MTSS Coach</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts Strategy's Expected Result/Impact: As Colony Oaks has a very involved PTA, this will increase the level of outreach to recruit more parent and community involvement. The PTA will also be able to provide support for parent, teacher, and student events that would not be possible without a strong PTA. Staff Responsible for Monitoring: Principal</p>
Strategy 3 Details
<p>Strategy 3: Integrate multiple communication strategies with families into teacher roles and responsibilities Strategy's Expected Result/Impact: Open communication promotes student achievement, family engagement, teacher and parent accountability, and strong sense of community between school and home. Staff Responsible for Monitoring: Principal/ Assistant Principal</p>

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, community and business members will participate in campus committees and events

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

Strategy 1 Details
Strategy 1: Engage community and business partners in meaningful opportunities to participate Strategy's Expected Result/Impact: An increase in opportunities will facilitate a community wide network to increase student academic and social emotional growth. Staff Responsible for Monitoring: Principal
Strategy 2 Details
Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: Each time a business contributes, sponsors, or volunteers, we will share photographs, needs met, and positive impacts made to our campus. Staff Responsible for Monitoring: Principal/ Principal's Secretary
Strategy 3 Details
Strategy 3: Establish an inclusive campus welcoming system that engages all visitors Strategy's Expected Result/Impact: Educator, parent, student, and community moral will increase as we will have more opportunities to create positive experiences throughout. Staff Responsible for Monitoring: Principal/ Assistant Principal