

Bastrop Independent School District
Camino Real Elementary
2023-2024 Goals, Performance Objectives, and Strategies

Mission Statement

Our mission is to create a safe and respectful learning environment where students explore, grow, and achieve their fullest potential by delivering engaging and meaningful learning opportunities for all students every day.

Vision

Our vision is for every student to realize their value, take risks, and forge pathways to their future where anything is possible.

Core Beliefs

Collaboration-Community- Cultural Diversity

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: Implement campus training resources to ensure meaningful and timely training on MTSS best practices</p> <p>Strategy's Expected Result/Impact: Teachers and staff will understand and recognize the behavior and social-emotional needs of students more readily thus leading to meaningful referrals for support.</p> <p>Staff Responsible for Monitoring: MTSS Campus Coach</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<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: Students and staff will be informed of expected behavior thus allowing for a more positive campus environment.</p> <p>Staff Responsible for Monitoring: MTSS Coach and Assistant Principals</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Strategy 3 Details

Strategy 3: Monitor implementation of SEL curriculum.

Strategy's Expected Result/Impact: This will ensure both fidelity in the program model and that students are receiving instruction to support their development.

Staff Responsible for Monitoring: MTSS Coach and Counselor

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: BISSD 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: Self-Management indicator on Panorama student survey administered 2x/year, observational data, Discipline data

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: This will ensure fairness in our process as well as work towards a safe school.</p> <p>Staff Responsible for Monitoring: Administration Team</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Schedule recurring conferences with social work and/or counseling staff to address schoolwide or individual student needs</p> <p>Strategy's Expected Result/Impact: This will ensure students' needs are being addressed in a timely manner.</p> <p>Staff Responsible for Monitoring: Counselor and Social Worker</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>

Strategy 3 Details

Strategy 3: Schedule regular reviews of the campus discipline dashboard to identify trends, disproportionality, and possible adaptations

Strategy's Expected Result/Impact: This will ensure students' behavioral needs are being met in a timely manner and specific to the student.

Staff Responsible for Monitoring: Campus Administration and MTSS Coach

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 3: Strategic Priority: BISSD 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
<p>Strategy 1: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning Practices (CBPLP) structures</p> <p>Strategy's Expected Result/Impact: This will lead to teachers taking ownership of their students' performance and being able to communicate that clearly to all stakeholders.</p> <p>Staff Responsible for Monitoring: Campus Administration and Instructional Coaches</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: Provide implementation support for teachers engaged in Texas Reading Academies</p> <p>Strategy's Expected Result/Impact: This will help teachers develop and grow in their abilities to support reading development in students in Kinder through 3rd Grade.</p> <p>Staff Responsible for Monitoring: Campus Administration and ELAR/SLAR Instructional Coach</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Implement grade-appropriate and feasible academic and behavioral processes to ensure student ownership of individual goal-setting</p> <p>Strategy's Expected Result/Impact: Students will be able to understand their academic development and begin the process of self-advocacy.</p> <p>Staff Responsible for Monitoring: Campus Administration and Classroom Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>

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: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate</p> <p>Strategy's Expected Result/Impact: This will allow teachers time to internalize the lessons and prepare for student learning.</p> <p>Staff Responsible for Monitoring: Campus Administration, Instructional Coaches, and CBPL Leaders</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p>Strategy 2: Regularly monitor the usage and implementation of provided adopted materials as designed</p> <p>Strategy's Expected Result/Impact: This will ensure HQIM will be used with fidelity in both reading and math instruction.</p> <p>Staff Responsible for Monitoring: Campus Administration and Instructional Coaches</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</p>
Strategy 3 Details
<p>Strategy 3: Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials</p> <p>Strategy's Expected Result/Impact: This will ensure teachers are staying on schedule and addressing the TEKS as required by TEA.</p> <p>Staff Responsible for Monitoring: Campus Administration</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</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

Strategy 1: Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations

Strategy's Expected Result/Impact: Students in special population groups will be afforded the same support and academic rigor as their grade-level peers not identified in special populations.

Staff Responsible for Monitoring: Campus Administration and Instructional Coaches

TEA Priorities:

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

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Implement coordinated and proactive structures to address intervention and/or enrichment for all students

Strategy's Expected Result/Impact: This will ensure intervention time is meaningful and aligned with HQIM and resources.

Staff Responsible for Monitoring: RTI Lead and Campus Administration

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 3 Details

Strategy 3: Implement a Dual Language program model

Strategy's Expected Result/Impact: This will ensure fidelity in a language model that aims to build biliteracy among Emergent Bilingual students.

Staff Responsible for Monitoring: Bilingual Teachers, Campus Administration, Multilingual Dept. Support Staff

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 2: Strategic Staffing, 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: BISSD 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 BISSD Professional Learning Plan system.

Evaluation Data Sources: Professional Learning Plan evaluation data

Strategy 1 Details
<p>Strategy 1: Campus calendar indicates dedicated time for training and ongoing job-embedded professional development on content-specific teaching practices</p> <p>Strategy's Expected Result/Impact: This will ensure teachers and staff have dedicated time to reflect on their practices and ensure their professional growth in teaching and learning practices.</p> <p>Staff Responsible for Monitoring: Campus Administration, Instructional Coaches</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</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: This will ensure teachers have designated time and space to grow in their craft, learn new strategies, and have the opportunity to engage with colleagues.</p> <p>Staff Responsible for Monitoring: Campus Administration and Instructional Coaches</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>

Strategy 3 Details

Strategy 3: Create a structure for cross-campus peer observation of High-Quality Instructional Materials and strategy implementation, including debrief and action planning

Strategy's Expected Result/Impact: This will allow content-specific teachers the opportunity to observe, learn from, and engage in conversations with their colleagues to grow their knowledge and skills as they support their students.

Staff Responsible for Monitoring: Campus Administrators and Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 5: Effective Instruction

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

Performance Objective 1: Strategic Priority: BISSD 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: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures</p> <p>Strategy's Expected Result/Impact: Parents and families will be informed of the state's and district's requirements for student attendance and thus improve students' attendance.</p> <p>Staff Responsible for Monitoring: Campus Administration, Attendance Clerk</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</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: Teachers will be better informed and can communicate accurate information to parents and families.</p> <p>Staff Responsible for Monitoring: Campus Administration and Attendance Clerk</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>

Strategy 3 Details

Strategy 3: Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance

Strategy's Expected Result/Impact: Teachers and staff will build positive relationships with students, parents, and families.

Staff Responsible for Monitoring: Teachers, Campus Administration, and Attendance Clerk

TEA Priorities:

Improve low-performing schools

- ESF Levers:

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: 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

Strategy 1 Details
<p>Strategy 1: Provide safety drill training and debriefing for staff and students throughout the year Strategy's Expected Result/Impact: Staff will be informed of best practices and required actions for emergency situations to ensure a safe learning environment for all. Staff Responsible for Monitoring: Assistant Principal over Safety and District Campus Safety & Security Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs Strategy's Expected Result/Impact: This will ensure campus procedures are effective and that all needed resources are available. Staff Responsible for Monitoring: Campus Administration and Receptionist</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Implement a monitoring system for door lock fidelity checks Strategy's Expected Result/Impact: This will ensure our campus remains in compliance with both district and state requirements to increase the safety and security of students and staff. Staff Responsible for Monitoring: Campus Administration, District Campus Safety & Security Coordinator, Campus Assigned BISD Police Officer</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: 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, the teacher turnover rate will be 10% or less.

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

Strategy 1 Details

Strategy 1: 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: This will ensure teachers are provided feedback that is both clear and meaningful to help them develop their teaching skills.

Staff Responsible for Monitoring: Campus Administration and Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Employ personalized strategies to retain staff

Strategy's Expected Result/Impact: This aims to build positive rapport between staff and campus leadership and ensure staff are both supported and have a platform to express their concerns and questions.

Staff Responsible for Monitoring: Campus Administration

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Assign mentors to both new to the profession and new to BISD teachers

Strategy's Expected Result/Impact: New teachers will have another layer of professional support to turn to for questions, planning, and overall help

Staff Responsible for Monitoring: Campus Administration

TEA Priorities:

Recruit, support, retain teachers and principals

- 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 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: Schedule monthly Principal Chat meetings, at various dates and times Strategy's Expected Result/Impact: This will forge pathways of communication between parents/families and campus administration. Staff Responsible for Monitoring: Campus Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</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: Students and their families experiencing situations such as these will have sources to turn to for information and support. Staff Responsible for Monitoring: Campus Administration, Counselor, Social Worker</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</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: Parents and families will have a reliable source of information on how to support their student's learning and academic growth. Staff Responsible for Monitoring: Campus Administration, Counselor, Social Worker, Teachers</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</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: BISSD 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: Establish an inclusive campus welcoming system that engages all visitors

Strategy's Expected Result/Impact: Visitors and volunteers will feel welcomed and realize their skills and time are valuable to our students.

Staff Responsible for Monitoring: Campus Administration, Counselor

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning

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: This strategy aims to positively influence the campus' relationship with local businesses and thus provide additional sources of support for all staff.

Staff Responsible for Monitoring: Campus Administrator, Campus Media Liaison

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Create a written process for utilizing volunteers

Strategy's Expected Result/Impact: This aims to ensure volunteers are used in areas where they can have the greatest impact on student's academic performance as well as their social-emotional well-being.

Staff Responsible for Monitoring: Campus Administration, Counselor

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 1: Strong School Leadership and Planning