

Bastrop Independent School District
District Improvement Plan
2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

The mission of the Bastrop Independent School District is to develop and educate every student so they can make a positive impact on their families, the workforce, and the greater community.

Vision

Our vision is that every student graduates from Bastrop Independent School District prepared for life's challenges and ready for tomorrow's opportunities.

Strategic Priorities

Student Success and Well-Being:

- BISSD will address the social, emotional, and behavioral needs of all students through high-quality Multi-Tiered Systems of Support.
- BISSD will identify work/life skills most important for students to know and create a framework for implementing them.
- BISSD will develop systems and structures that value student ownership of their academic and behavioral success.

Teaching and Learning Practices:

- BISSD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.
- BISSD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.
- 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.

Organizational Culture:

- BISSD will provide a welcoming environment that embraces mutual respect and care and prioritizes healthy relationships with students, families, and colleagues.
- BISSD will strengthen disciplinary practices and safety protocols to ensure safe, respectful, and responsible schools.
- BISSD will enhance its onboarding experience to prepare every new employee for success in BISSD.

Collaborative Partnerships:

- BISSD will expand family/community engagement and parent education activities to support and accelerate student outcomes.
- BISSD will create multiple pathways for students to acquire communication and interpersonal skills through positive interaction and networking within the business community.
- BISSD will strengthen external partnerships to help students attain industry certifications, work experience, and/or sponsorship opportunities.

Goals

Revised/Approved: September 19, 2023

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

Performance Objective 1: By May 2024, implement the BISD MTSS Model with 90% fidelity across all schools resulting in increased student engagement.

Evaluation Data Sources: Tier I Fidelity Measurement Tool, 6:1 Acknowledgement/Correction Ratio, SEL Curriculum Measurement tool

Strategy 1 Details
<p>Strategy 1: Revise MTSS new hire and paraprofessional professional development sessions in response to survey data and aligned to professional experience.</p> <p>Strategy's Expected Result/Impact: Professional development sessions will result in greater effectiveness of understanding and implementation.</p> <p>Staff Responsible for Monitoring: Director of Student Services</p>
Strategy 2 Details
<p>Strategy 2: Review and upgrade secondary Social-Emotional Learning (SEL) curricular resources.</p> <p>Strategy's Expected Result/Impact: Resources used in secondary classrooms will be relevant for teachers and students, resulting in greater efficacy of social-emotional skill implementation.</p> <p>Staff Responsible for Monitoring: Director of Student Services</p>
Strategy 3 Details
<p>Strategy 3: Collaborate with Campus Committees and Personnel to ensure programming and services related to the MTSS framework are provided, monitored, and evaluated.</p> <p>Strategy's Expected Result/Impact: Campus leaders will be provided with customized guidance in serving staff and students.</p> <p>Staff Responsible for Monitoring: Director of Student Services</p>
Strategy 4 Details
<p>Strategy 4: Develop and implement an effective social work framework to address the social, emotional and behavioral needs of all students through evidence based social work practices.</p> <p>Strategy's Expected Result/Impact: Students and their families will be provided with support that will result in higher attendance and increased student achievement.</p> <p>Staff Responsible for Monitoring: Director of Student Services</p>

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

Performance Objective 2: By May 2024, student perceptions of their ability to manage their emotions, thoughts, and behaviors will increase from 65% to 72%.

Evaluation Data Sources: Self-Management indicator on student survey administered 2x/year

Strategy 1 Details
<p>Strategy 1: Conduct campus investigations that promote and support a safe and orderly learning environment. Strategy's Expected Result/Impact: Students will remain in the appropriate instructional environment to the greatest extent possible. Staff Responsible for Monitoring: Director of Student Services</p>
Strategy 2 Details
<p>Strategy 2: Regular review of district and campus discipline dashboards to identify trends, disproportionality, and possible adaptations. Strategy's Expected Result/Impact: District and campus leaders will create systems and processes to proactively address discipline issues. Staff Responsible for Monitoring: Director of Student Services</p>
Strategy 3 Details
<p>Strategy 3: Monitor and provide campus support for Tier 1 PBIS campus-based and district systems, Behavior RtI, Social Emotional Learning, and Restorative practices. Strategy's Expected Result/Impact: Fidelity of implementation will create learning environments where students want to attend and engage in learning. Staff Responsible for Monitoring: Director of Student Services</p>
Strategy 4 Details
<p>Strategy 4: Provide targeted support for campus Implementation of the Comprehensive School Counseling Program. Strategy's Expected Result/Impact: School counselors will receive targeted support and will be able to serve students on a consistent basis. Staff Responsible for Monitoring: Counseling Coordinator</p>

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

Performance Objective 3: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Math from 30% to 50% and STAAR Reading from 36% to 50%

Evaluation Data Sources: 2024 Accountability Data

Strategy 1 Details
<p>Strategy 1: Provide instructional leaders with ongoing coaching to support implementation of instructional leadership systems. Strategy's Expected Result/Impact: Campus leaders will engage in a partnership to address critical leadership systems resulting in increased student engagement. Staff Responsible for Monitoring: Directors of Elementary/Secondary</p>
Strategy 2 Details
<p>Strategy 2: Provide campus instructional leaders with best practice resources to promote student ownership toward measurable academic and behavioral goals. Strategy's Expected Result/Impact: Students will understand how to track personalized qualitative and quantitative data, resulting in increased student achievement. Staff Responsible for Monitoring: Directors of Elementary/Secondary</p>
Strategy 3 Details
<p>Strategy 3: Facilitate monthly training for K-3 teachers on the implementation of content presented in Texas Reading Academies. Strategy's Expected Result/Impact: Participating teachers will successfully complete Texas Reading Academy content and will implement new learning as applicable. Staff Responsible for Monitoring: Director of Elementary</p>

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

Performance Objective 1: By May 2024, implement High-Quality Instructional Materials aligned to Math and Literacy Frameworks with 80% fidelity.

Evaluation Data Sources: High Quality Instructional Materials (HQIM)-Aligned Measurement Tool

Strategy 1 Details
<p>Strategy 1: Provide training and follow-up coaching on High-Quality Instructional Materials (HQIM) lesson internalization and execution.</p> <p>Strategy's Expected Result/Impact: Teaching staff will thoroughly understand lesson content and delivery strategies prior to lesson execution. Following lessons, feedback on lesson success or upgrades will be provided in order to inform future lessons.</p> <p>Staff Responsible for Monitoring: Directors of Elementary/Secondary</p>
Strategy 2 Details
<p>Strategy 2: Support campus instructional leaders in providing feedback on teacher pacing and adherence to the level of rigor in instructional materials.</p> <p>Strategy's Expected Result/Impact: Students will be provided with on grade-level content and will progress through curriculum at a pace that will ensure coverage of grade level TEKS in one school year.</p> <p>Staff Responsible for Monitoring: Directors of Elementary/Secondary</p>
Strategy 3 Details
<p>Strategy 3: Design and implement curriculum implementation rubrics to measure High-Quality Instructional Materials (HQIM) implementation.</p> <p>Strategy's Expected Result/Impact: Leaders will be able to provide specific feedback based on agreed upon systems and teaching staff will have a clear understanding of implementation expectations.</p> <p>Staff Responsible for Monitoring: Directors of Elementary/Secondary</p>
Strategy 4 Details
<p>Strategy 4: Supplement curricular resources with evidence-based digital learning platforms.</p> <p>Strategy's Expected Result/Impact: Student interest, engagement, and pathways to mastery of content will be enhanced</p> <p>Staff Responsible for Monitoring: Director of Digital Learning</p>
Strategy 5 Details
<p>Strategy 5: Implement blended model strategies to include station rotation model, goal setting, conferencing.</p> <p>Strategy's Expected Result/Impact: Teaching staff will be able to implement innovative strategies when designing and implementing learning experiences.</p> <p>Staff Responsible for Monitoring: Director of Digital Learning</p>

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

Performance Objective 2: 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

Strategy 1 Details
<p>Strategy 1: Implement a Dual Language program model for elementary campuses.</p> <p>Strategy's Expected Result/Impact: Students will become bilingual and biliterate with high levels of proficiency in both languages.</p> <p>Staff Responsible for Monitoring: Multilingual Director</p>
Strategy 2 Details
<p>Strategy 2: Upgrade the district Newcomer Academy with year-long training and support for implementation staff.</p> <p>Strategy's Expected Result/Impact: Teaching Staff will be able to implement evidence-based strategies to assist students in developing the linguistic skills necessary to fully engage in learning in all environments.</p> <p>Staff Responsible for Monitoring: Multilingual Director</p>
Strategy 3 Details
<p>Strategy 3: Provide training for Curriculum and Instruction Specialists and District Instructional Coaches on accommodations and co-teaching strategies embedded in the curriculum.</p> <p>Strategy's Expected Result/Impact: Expert guidance and implementation support will be provided to teaching staff, resulting in lesson execution that systematically supports all learners.</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p>
Strategy 4 Details
<p>Strategy 4: Curriculum-Based Professional Learning (CBPL) teams will receive exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization.</p> <p>Strategy's Expected Result/Impact: Teaching staff will be able to design learning experiences where all students can effectively access High-Quality Instructional Materials (HQIM).</p> <p>Staff Responsible for Monitoring: Director of Special Programs</p>

Strategy 5 Details

Strategy 5: Implement coordinated and proactive structures to address intervention and/or enrichment for all students.

Strategy's Expected Result/Impact: Specialized support will be designed to address students that are performing below or above grade level, resulting in increased achievement over the course of the school year.

Staff Responsible for Monitoring: Academic RtI Coordinator/ Advanced Academic Coordinator

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

Performance Objective 3: 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 gathered at every district-designated professional development day

Strategy 1 Details
<p>Strategy 1: Develop a system for communicating to employees the professional development expectations and opportunities available within and outside the district.</p> <p>Strategy's Expected Result/Impact: Clarity around the progression through professional development pathways will result in relevant, continuous professional learning for all staff members.</p> <p>Staff Responsible for Monitoring: Associate Director of Accountability & Professional Learning</p>
Strategy 2 Details
<p>Strategy 2: Develop an evaluation and monitoring system to determine the effectiveness of professional development.</p> <p>Strategy's Expected Result/Impact: Participant feedback and implementation measures will be used to review and upgrade professional learning, resulting in applicable and relevant training.</p> <p>Staff Responsible for Monitoring: Associate Director of Accountability & Professional Learning</p>
Strategy 3 Details
<p>Strategy 3: Create personalized professional learning portfolios to monitor progress.</p> <p>Strategy's Expected Result/Impact: Staff members, leaders, and trainers will have a systematic way to manage, support, or upgrade professional learning.</p> <p>Staff Responsible for Monitoring: Associate Director of Accountability & Professional Learning</p>
Strategy 4 Details
<p>Strategy 4: Create a structure for cross-district model classroom observation of the implementation of High Quality Instructional Materials.</p> <p>Strategy's Expected Result/Impact: Teaching staff and leaders will be able to observe exemplar models of HQIM implementation, thereby creating opportunities for increasing the efficacy of implementation in additional classrooms.</p> <p>Staff Responsible for Monitoring: Directors of Elementary/Secondary</p>

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

Performance Objective 1: By May 2024, increase student attendance from 92% to 94%.

Evaluation Data Sources: PEIMS Attendance Data

Strategy 1 Details
<p>Strategy 1: Revise and implement a district attendance initiative to monitor students with chronic absences or are at high risk for not meeting attendance requirements, to include students in the District Alternative Education Program.</p> <p>Strategy's Expected Result/Impact: increased student attendance</p> <p>Staff Responsible for Monitoring: Director for PEIMS and Data Quality</p>
Strategy 2 Details
<p>Strategy 2: Match McKinney-Vento students with low academic performance and low attendance with a mentor trained in a systematic and structured intervention program.</p> <p>Strategy's Expected Result/Impact: Increased student attendance.</p> <p>Staff Responsible for Monitoring: Coordinator of Family and Social Services</p>
Strategy 3 Details
<p>Strategy 3: Provide training and support for campus leaders on utilizing customized data reporting to improve student attendance.</p> <p>Strategy's Expected Result/Impact: Increased student attendance.</p> <p>Staff Responsible for Monitoring: Director for PEIMS and Data Quality</p>

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

Performance Objective 2: By May 2024, Student positive perceptions of physical and psychological safety at schools will increase by 9%.

Evaluation Data Sources: School Safety indicator on student surveys administered 2x/year and parent surveys administered 1x/year

Strategy 1 Details
<p>Strategy 1: Provide follow-up support for campuses based on door-lock fidelity checks. Strategy's Expected Result/Impact: All campus doors will be locked every school day. Staff Responsible for Monitoring: Chief of Police, Safety, and Security</p>
Strategy 2 Details
<p>Strategy 2: Conduct specialized campus-based school safety and security training to include training on silent panic alert systems. Strategy's Expected Result/Impact: Campus staff will be trained and ready to respond to crisis situations. Staff Responsible for Monitoring: Chief of Police, Safety, and Security</p>
Strategy 3 Details
<p>Strategy 3: Strengthen suicide and mental health crisis protocols to ensure safe, respectful and responsible schools. Strategy's Expected Result/Impact: All students will have the support needed to effectively engage in learning. Staff Responsible for Monitoring: Counseling Coordinator</p>

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

Performance Objective 3: By May 2024, reduce teacher turnover to 11%.

Evaluation Data Sources: Human Resources and Texas Performance Reporting System (TPRS) retention data.

Strategy 1 Details
<p>Strategy 1: Increase effectiveness of human resources onboarding. Strategy's Expected Result/Impact: New staff will be in place as quickly as possible Staff Responsible for Monitoring: Director of Human Resources</p>
Strategy 2 Details
<p>Strategy 2: Assist campus leaders in employing personalized strategies to retain staff. Strategy's Expected Result/Impact: Campuses will experience decreased staff turnover Staff Responsible for Monitoring: Director of Human Resources</p>
Strategy 3 Details
<p>Strategy 3: Provide guidance for mentor teachers by implementing written mentoring processes, including monthly checklists. Strategy's Expected Result/Impact: New teachers will remain with BISD. Staff Responsible for Monitoring: Director of Human Resources</p>

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

Performance Objective 1: By May 2024, Survey data will show an 8% increase in positive perceptions of family engagement.

Evaluation Data Sources: Parent and family engagement surveys

Strategy 1 Details
Strategy 1: Administer customized surveys for parents, teachers, staff, and other key stakeholders to determine specific engagement needs. Strategy's Expected Result/Impact: District and campus personnel will create engagement opportunities customized to the unique needs of BISD families. Staff Responsible for Monitoring: Director of Student Services
Strategy 2 Details
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: Attendance and achievement rates will increase for these student groups. Staff Responsible for Monitoring: Coordinator of Family and Social Services
Strategy 3 Details
Strategy 3: Provide campuses with best practice resources, training and tools for engaging parents and families as partners resulting in increased student achievement. Strategy's Expected Result/Impact: Campus leaders will be able to increase parent and family engagement activities focused on student outcomes. Staff Responsible for Monitoring: Coordinator of Family and Social Services
Strategy 4 Details
Strategy 4: Collaborate with campus PTA/PTSA organizations to provide support and increase meaningful parent and family engagement efforts. Strategy's Expected Result/Impact: Parent and family engagement will increase. Staff Responsible for Monitoring: Director of Community Relations

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

Performance Objective 2: By May 2024, the number of community and business members participating in district and campus committees and events will increase by 10%.

Evaluation Data Sources: Volunteer registration platform data

Strategy 1 Details
Strategy 1: Expand communication to include face-to-face interaction with current and potential partners. Strategy's Expected Result/Impact: Community members will be provided with timely information on partnership opportunities. Staff Responsible for Monitoring: Director of Communications and Marketing
Strategy 2 Details
Strategy 2: Connect campus-based needs with available community resources using an online volunteer platform. Strategy's Expected Result/Impact: Increased volunteers for district and campus activities. Staff Responsible for Monitoring: Director of Community Relations
Strategy 3 Details
Strategy 3: Support campus-based contacts in identifying and effectively utilizing volunteers. Strategy's Expected Result/Impact: Campus leaders will effectively recruit and employ volunteers. Staff Responsible for Monitoring: Director of Community Relations
Strategy 4 Details
Strategy 4: Target businesses and community organizations not currently partnering with BISD for potential partnership opportunities. Strategy's Expected Result/Impact: Increased district and campus support Staff Responsible for Monitoring: Director of Communications and Marketing
Strategy 5 Details
Strategy 5: Provide structured guidance to support mentors for highly mobile students. Strategy's Expected Result/Impact: Increased attendance and achievement for students experiencing homelessness, student in foster care, and migrant students. Staff Responsible for Monitoring: Coordinator of Family and Social Services Results Driven Accountability

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

Performance Objective 3: By May 2024, Increase the percentage of graduates that are college, career, and/or military ready (CCMR) from 48% to 63%

Evaluation Data Sources: 2024 Accountability Data

Strategy 1 Details
<p>Strategy 1: Increase participation in Pathways in Technology Early College High School (PTECH) by adding additional grade levels and additional partners for work-based learning and industry-based certifications.</p> <p>Strategy's Expected Result/Impact: Increased certifications for students</p> <p>Staff Responsible for Monitoring: Director of College, Career, and Military Readiness</p>
Strategy 2 Details
<p>Strategy 2: Provide opportunities for teachers to engage in industry-based training resulting in certification.</p> <p>Strategy's Expected Result/Impact: Teachers will be well-prepared to provide instruction that will result in students earning certification</p> <p>Staff Responsible for Monitoring: Director of College, Career, and Military Readiness</p>
Strategy 3 Details
<p>Strategy 3: Improve systems supporting test preparation for PSAT, SAT, AP, and TSI.</p> <p>Strategy's Expected Result/Impact: Increased student passing rates and increased readiness for post-secondary success.</p> <p>Staff Responsible for Monitoring: Director of College, Career, and Military Readiness</p>
Strategy 4 Details
<p>Strategy 4: Implement software designed to track college applications and FAFSA submissions.</p> <p>Strategy's Expected Result/Impact: Students will successfully submit college applications and will be financially prepared to cover tuition costs.</p> <p>Staff Responsible for Monitoring: Director of College, Career, and Military Readiness</p>

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

Performance Objective 4: Execute and oversee the 2021 and 2023 Bond Programs with fidelity.

Evaluation Data Sources: Bond timeline, financial reporting, facility plans

Strategy 1 Details
Strategy 1: Engage external user groups and stakeholders in a continuous feedback process and provide consistent communication regarding bond budget and timelines. Strategy's Expected Result/Impact: Stakeholders will receive timely and transparent communication Staff Responsible for Monitoring: Director of Communications and Marketing
Strategy 2 Details
Strategy 2: Utilize district communication systems to update internal staff and leaders on construction timelines and outcomes. Strategy's Expected Result/Impact: Campus leaders will know how to plan around campus changes and upgrades. Staff Responsible for Monitoring: Director of Operations
Strategy 3 Details
Strategy 3: Utilize bond financing in a manner that aligns amortization schedules to the anticipated life expectancy of bond financed projects. Strategy's Expected Result/Impact: Bond budgets and expenditures will be planned and executed to attain the best value and timelines possible. Staff Responsible for Monitoring: Director of Finance
Strategy 4 Details
Strategy 4: Maintain proper oversight and accountability for proceeds of voter approved bonds. Strategy's Expected Result/Impact: Bond projects and expenditures will be prudent, transparent, and effective. Staff Responsible for Monitoring: Director of Finance