

Bastrop Independent School District

Emile Elementary

2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

Every child will engage in a learning community to succeed in a global world.

Vision

Emile Elementary will commit to building relationships that appreciates diversity and cultural awareness empowering all students to become confident lifelong learners and problem solvers.

Value Statement

1. We believe our students deserve to be successful in a global world, therefore we will work in collaborative teams and take collective ownership for student learning.
2. We believe our students deserve to be successful in a global world, therefore we will implement high quality instructional materials with strong instructional delivery.
3. We believe our students deserve to be successful in a global world, therefore we will monitor student learning through the use of standard aligned assessments while improving individual practice and extending student learning.
4. We believe our students deserve to be successful in a global world, therefore we will provide systematic intervention and enrichment to all students.

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: Observation data

Brag Board data

Discipline data

Office Support data

Strategy 1 Details

Strategy 1: 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: All students and staff will know and understand the campus wide expectations for being safe, respectful, and responsible.

Staff Responsible for Monitoring: MTSS Team

ESF Levers:

Lever 3: Positive School Culture

Strategy 2 Details

Strategy 2: Monitor implementation of SEL curriculum

Strategy's Expected Result/Impact: SEL curriculum will be implemented with fidelity and students will utilize strategies in the classroom.

Staff Responsible for Monitoring: Counselor

MTSS Coach

ESF Levers:

Lever 3: Positive School Culture

Strategy 3 Details

Strategy 3: Review behavior interventions and supports for individual students in behavior RtI

Strategy's Expected Result/Impact: Students will receive the correct interventions and supports to support their engagement in tier 1 instruction.

Staff Responsible for Monitoring: MTSS Coach

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 from 69% to 75%.

Evaluation Data Sources: Panorama Survey results

Discipline data

Daily Behavior Report Card 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: Students will feel safe at school.</p> <p>Staff Responsible for Monitoring: Assistant Principals</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionately, and possible adaptations</p> <p>Strategy's Expected Result/Impact: Adjustments to student and/or teacher supports can be implemented in a timely manner.</p> <p>Staff Responsible for Monitoring: Assistant Principals</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Campus admin, MTSS coach, Student and Family Specialist, and Counselor will meet weekly to review campus wide supports for students and teachers.</p> <p>Strategy's Expected Result/Impact: Students will be able to receive the most appropriate interventions and supports in a timely manner.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</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: BISSD 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 38% to 50 % and STAAR Reading from 42% to 50%.

Evaluation Data Sources: 2024 Accountability Data
AT data
Interim STAAR Data
Campus Based Assessments

Strategy 1 Details

Strategy 1: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning (CBPL) structure
Strategy's Expected Result/Impact: Teachers will be able to collaborate and plan for appropriate implementation of the curriculum.
Staff Responsible for Monitoring: Instructional Coaches

ESF Levers:
Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Implement Pear Deck to supplement instruction in reading and math to support digital writing
Strategy's Expected Result/Impact: Students will become fluent in digital writing.
Staff Responsible for Monitoring: Tech Assistant Principal

TEA Priorities:
Build a foundation of reading and math
- **ESF Levers:**
Lever 4: High-Quality Instructional Materials and Assessments

Strategy 3 Details

Strategy 3: Implement grade-appropriate data folders for goals setting and progress monitoring of academic and behavior goals
Strategy's Expected Result/Impact: Students will take ownership of academic and behavior goals.
Staff Responsible for Monitoring: Principal

ESF Levers:
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.

Evaluation Data Sources: HQIM-Aligned Measurement Tool
Campus Walkthrough Forms

Strategy 1 Details

Strategy 1: Initial campus Curriculum Based Planning training that includes lesson internalization process for all grade level teachers in reading and math

Strategy's Expected Result/Impact: All reading and math teachers will know and utilize the process for lesson internalization and be able to implement the intended lessons.

Staff Responsible for Monitoring: Instructional Coaches
Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 2 Details

Strategy 2: Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials

Strategy's Expected Result/Impact: The feedback provided to teachers will increase the fidelity of the implementation.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 3 Details

Strategy 3: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate

Strategy's Expected Result/Impact: Teachers will be able to have the dedicated plan

Staff Responsible for Monitoring: Instructional Coaches

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 4 Details

Strategy 4: Coaching cycles with teacher to support appropriate implementation of curriculum

Strategy's Expected Result/Impact: Teachers will be able to learn from their peers and implement the curriculum with fidelity.

Staff Responsible for Monitoring: Instructional Coaches

Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

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: BISS 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.

Evaluation Data Sources: 2024 Accountability Data
AT data, Interim STAAR Data
Campus Based Assessments

Strategy 1 Details

Strategy 1: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.

Strategy's Expected Result/Impact: The monitoring system will ensure students continue to make progress toward the goals established for each domain.

Staff Responsible for Monitoring: LPAC administrator

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 2 Details

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

Strategy's Expected Result/Impact: All students will be given opportunities to meet academic goals.

Staff Responsible for Monitoring: RTI Lead Teacher
Principal

TEA Priorities:

Improve low-performing schools

- **ESF Levers:**

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Support Special Programs staff in providing exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization

Strategy's Expected Result/Impact: Students receiving special programs services will have access to grade level curriculum.

Staff Responsible for Monitoring: SPED Depart Chair
Assistant Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Strategy 4 Details

Strategy 4: Regularly scheduled data meetings conducted with teams and the campus to ensure all students are making progress toward academic goals

Strategy's Expected Result/Impact: Each teacher will know academic performance level and academic goal for each student.

Staff Responsible for Monitoring: Principal
Instructional Coaches

TEA Priorities:

Improve low-performing schools

- ESF Levers:

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

Strategy 1 Details

Strategy 1: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices

Strategy's Expected Result/Impact: Teachers/staff will receive the support needed to implement curriculum with fidelity.

Staff Responsible for Monitoring: Principal
Instructional Coaches

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Develop and implement a campus-based system for creating, practicing, and delivering professional learning

Strategy's Expected Result/Impact: Teachers will be able to implement new learning into the classroom to have a positive impact on instruction.

Staff Responsible for Monitoring: Instructional Coaches
Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Conduct learning walks with peers to conduct to extend professional learning opportunities

Strategy's Expected Result/Impact: Teachers will be able to see new learning in the context of their teaching assignment.

Staff Responsible for Monitoring: Instructional Coaches
Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- ESF Levers:

Lever 1: Strong School Leadership and Planning

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 93% to 95%.

Evaluation Data Sources: Skyward reports
PEIMS attendance reports

Strategy 1 Details
<p>Strategy 1: Create a written campus attendance action plan Strategy's Expected Result/Impact: Teachers, students, and parents will be aware of the attendance policy. Staff Responsible for Monitoring: Attendance AP</p>
Strategy 2 Details
<p>Strategy 2: Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements Strategy's Expected Result/Impact: Interventions for truancy can be implemented in time for students to correct chronic absences. Staff Responsible for Monitoring: Attendance AP</p>
Strategy 3 Details
<p>Strategy 3: Attendance incentives and recognition systems will be established to recognize students with excellent and/or perfect attendance. Strategy's Expected Result/Impact: Students will be reward and feel accomplished when they demonstrate excellent and/or perfect attendance. Staff Responsible for Monitoring: Attendance AP</p>

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

Performance Objective 2: Strategic Priority: BISSD 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 from 49% to 60%.

Evaluation Data Sources: Panorama SEL student surveys

Strategy 1 Details
<p>Strategy 1: Provide safety drill training and debrief for staff and students throughout the year</p> <p>Strategy's Expected Result/Impact: Stakeholders will know and be confident in expected procedures in the event of an emergency.</p> <p>Staff Responsible for Monitoring: Safety and Security AP</p>
Strategy 2 Details
<p>Strategy 2: Create a student-led campus safety patrol</p> <p>Strategy's Expected Result/Impact: Students will take ownership of age appropriate safety procedures on campus.</p> <p>Staff Responsible for Monitoring: Safety and Security AP</p>
Strategy 3 Details
<p>Strategy 3: Create an anonymously reporting system for students to report concerns to campus administration.</p> <p>Strategy's Expected Result/Impact: Students will speak up when they feel they need help.</p> <p>Staff Responsible for Monitoring: Counselor Assistant Principal</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 from 14% to 10%.

Evaluation Data Sources: Staff retention data reports

New Hire Meeting data

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: Teachers will be successful and confident in their assignment.

Staff Responsible for Monitoring: Principal

Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Strategic Staffing

Strategy 2 Details

Strategy 2: Develop normed tools and processes to conduct observations, capture trends, and track progress over time.

Strategy's Expected Result/Impact: The effectiveness of the curriculum will be measured regularly and adjustments made as needed.

Staff Responsible for Monitoring: Principal

Instructional Coaches

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Strategic Staffing

Strategy 3 Details

Strategy 3: Monthly check-ins with new staff

Strategy's Expected Result/Impact: Staff will feel support and needs for the classroom will be met.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Recruit, support, retain teachers and principals

- **ESF Levers:**

Lever 2: Strategic Staffing

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
Volunteer registration platform (VOLY)

Strategy 1 Details
Strategy 1: Provide capacity-building events for parents and families on critical aspects of student learning Strategy's Expected Result/Impact: Parents will be more informed on student learning. Staff Responsible for Monitoring: Principal
Strategy 2 Details
Strategy 2: Schedule monthly Principal Chat meetings, at various dates and times Strategy's Expected Result/Impact: Parents will have a voice in the school community. Staff Responsible for Monitoring: Principal
Strategy 3 Details
Strategy 3: Collaborate with campus PTA to provide support and increase parent engagement efforts Strategy's Expected Result/Impact: Parent and school will partner together to advocate for the needs of students. Staff Responsible for Monitoring: Principal

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 (VOLY)

Strategy 1 Details
Strategy 1: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: Increase partnership between community partners and the school Staff Responsible for Monitoring: Principal
Strategy 2 Details
Strategy 2: Create and communicate specific volunteer opportunities within our online volunteer platform Strategy's Expected Result/Impact: Multiple opportunities will be given for a variety of schedules and availability to increase involvement. Staff Responsible for Monitoring: Assistant Principal
Strategy 3 Details
Strategy 3: Engage community and business partners in meaningful opportunities to participate Strategy's Expected Result/Impact: Community partners will be able to utilize their strengths in the school community. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college