

# **Bastrop Independent School District**

## **Lost Pines Elementary**

### **2022-2023 Goals/Performance Objectives/Strategies**



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# 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: Implement Social Emotional Learning (SEL) curricular resources focused on building community within our classrooms, addressing students' social and emotional needs, and teaching stress management techniques

**Evaluation Data Sources:** observational data, Brag Board data, Discipline data, other campus data source

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement campus training resources to ensure meaningful and timely training on MTSS best practices.</p> <p><b>Strategy's Expected Result/Impact:</b> All teachers and classrooms will be aligned and equipped to target the needs of students.</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coach or Admin Team</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
	Nov	Feb	Apr

Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> 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><b>Strategy's Expected Result/Impact:</b> The campus will be aligned in practices and strategies. Common language will be used for teachers, students and families.</p> <p><b>Staff Responsible for Monitoring:</b> MTSS or Admin Team</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> The leadership team will meet every 6 weeks with each teacher to discuss the MTSS needs of all students on campus.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that student needs are regularly being talked about and addressed.</p> <p><b>Staff Responsible for Monitoring:</b> MTSS Coach, admin team</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
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**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: BISS will identify work/life skills most important for students to know and create a framework for implementing them.

Aligned Performance Objective: Increase students' positive self perception of self-management and growth mindset skills

**Evaluation Data Sources:** Panorama SEL student surveys administered two times per year, observational data, Discipline data, other campus data source

Strategy 1 Details	Formative Reviews		
<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> This will ensure that we are continuing to refine our practices based on data of what students and staff are telling us.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal/Counselor/MTSS coach</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<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> This will ensure that any situation that is deemed unsafe, is investigated and action is taken if needed.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal/Counselor</p> <p><b>Title I:</b> 2.5</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<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> This will ensure that we are looking at our Tier I practices and strategies to see if they need improvement.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principal</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
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**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: Increase the percentage of students at Meets Grade Level on STAAR Math from 22% to 36% and STAAR Reading from 38% to 48%

**Evaluation Data Sources:** 2023 Accountability Data, AT data, Mock STAAR Data, Formative assessment data

Strategy 1 Details	Formative Reviews		
<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> This will ensure that students are being guided to hold themselves accountable in their own learning.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</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 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Build capacity in all campus teams to implement and facilitate effective PLC structures.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that we are devoting ample amount of time to instructional practices and aligning as teams, grade levels and a campus.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.5, 2.6</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 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement Zearn to supplement instruction in Math.</p> <p><b>Strategy's Expected Result/Impact:</b> This will help fill in gaps of student's math skills.</p> <p><b>Staff Responsible for Monitoring:</b> ICs and Admin</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
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Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide training and coaching for Telpas/ELPS through collaboration during PLC Work time.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that language instruction is always addressed, as well as academic content instruction.</p> <p><b>Staff Responsible for Monitoring:</b> ICs and admin</p> <p><b>Title I:</b> 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
	Nov	Feb	Apr



Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</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> This will ensure that the classroom environment is conducive to learning taking place.</p> <p><b>Staff Responsible for Monitoring:</b> ICs, admin, early literacy coach, MTSS coach</p> <p><b>Title I:</b> 2.4, 2.5</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 1</p>	Formative		
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**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: Increase the percentage of students in grades PK-2 performing on or above grade level in reading from 41% to 65%.

**Evaluation Data Sources:** Amplify, iStation, Instructional Reading Level Checkpoints

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Implement an explicit, systematic phonics routine in grade K-2 classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that our K-2 students receive the foundational skills needed to advance in their reading ability.</p> <p><b>Staff Responsible for Monitoring:</b> ICs, Admin, Early Literacy Coach</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement small group instruction in grade K-2 classrooms that focuses on transferring explicit phonics skills.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that our teachers are addressing the individual needs of each student.</p> <p><b>Staff Responsible for Monitoring:</b> ICs, Early Lit Coach, admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Implement a reading achievement tracking system.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that we see growth in all students reading level.</p> <p><b>Staff Responsible for Monitoring:</b> ICs, Early Lit Coach, admin</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
	Nov	Feb	Apr
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide coaching for PLC teams in grades PK-2nd to monitor and intervene on BISD Essential Standards.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that we are staying focused on BISD Essential Standards and making sure all students reach mastery in those.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and Instructional Coaches</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
	Nov	Feb	Apr

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Utilize learning from Reading Academy and the science of teaching reading that focuses on explicit reading instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> This will help in our reading instructional understanding...teachers, ICs and admin.</p> <p><b>Staff Responsible for Monitoring:</b> ICs, Early Literacy Coach and admin</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
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**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: BISD will promote a collaborative and adaptable learning environment that gives students opportunities to excel and take risks with their learning.

Aligned Performance Objective: Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading

**Evaluation Data Sources:** 2023 Accountability Data

Strategy 1 Details	Formative Reviews		
<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> This will help our teachers know how to better serve our inclusion students while teaching together.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, ICs</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement Simultaneous Word Study structures to support English language proficiency of Emergent Bilingual students</p> <p>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> This will ensure that students that speak two languages are receiving the foundational skills needed in both.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, APs</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<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> This will ensure that all students receive the help they are needing in all areas.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, APs and ICs</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
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**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: Increase training and coaching on implementing the teaching and learning strategies of academic conversations, explicit vocabulary instruction, and higher order thinking questions for all grades levels and content areas

**Evaluation Data Sources:** Training resources, observational data, T-TESS data

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Create a focused, year-long plan for implementation and monitoring of the Big 3.  <b>Strategy's Expected Result/Impact:</b> This will ensure that we are staying focused on the high yield instructional strategies set forth by the district.  <b>Staff Responsible for Monitoring:</b> Instructional Coaches</p> <p><b>Title I:</b>                      2.4                      - <b>ESF Levers:</b>                      Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction                      - <b>Superintendent Goals:</b>                      SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Provide training and ongoing support for the effective use of techniques that encourage critical thinking skills, differentiation, and scaffolded supports.  <b>Strategy's Expected Result/Impact:</b> This will help maximize the instruction that students receive.  <b>Staff Responsible for Monitoring:</b> Instructional Coaches</p> <p><b>Title I:</b>                      2.5                      - <b>TEA Priorities:</b>                      Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 5: Effective Instruction                      - <b>Superintendent Goals:</b>                      SG 2</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Create a structure for cross-campus peer observation of Big 3 strategies.</p> <p><b>Strategy's Expected Result/Impact:</b> This helps to grow our teachers in their practice.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.5</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 2</p>	Formative		
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**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: Student attendance will increase from 91% to 95%.

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

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Create a written campus attendance action plan. Attendance Clerk and Admin will work closely to make sure attendance is addressed daily.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that we are exhausting every effort to make sure students are coming to school to receive the learning.</p> <p><b>Staff Responsible for Monitoring:</b> Attendance Clerk and admin</p> <p><b>Title I:</b> 2.5, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		
	Nov	Feb	Apr
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> This helps motivate parents to bring their child to school daily.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals</p> <p><b>Title I:</b> 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		
	Nov	Feb	Apr

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Provide training to Campus staff on the district's procedures to address attendance requirements.</p> <p><b>Strategy's Expected Result/Impact:</b> This ensure that all staff members are speaking the same language when it comes to attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> This helps to motivate parents to bring their child to school daily.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals</p> <p><b>Title I:</b> 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
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**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: Survey data will show increased positive perceptions of physical and psychological safety at schools.

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

Strategy 1 Details	Formative Reviews		
<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> This will ensure that all safety protocols are being followed and all students and staff are safe.  <b>Staff Responsible for Monitoring:</b> Assistant Principals</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<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> Ensure the safety of our campus.  <b>Staff Responsible for Monitoring:</b> Assistant Principals</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Improve facility infrastructure to positively impact campus safety.</p> <p><b>Strategy's Expected Result/Impact:</b> This will ensure that all feel safe. Students and staff feel safe while on campus and families feel safe sending their students to school.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Principals</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Create a student-led PALS Program that acts as a campus safety patrol.</p> <p><b>Strategy's Expected Result/Impact:</b> This helps to build leadership skills of students, which also motivates other students to want to be a leader, as well.</p> <p><b>Title I:</b> 2.5</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
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**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: Reduce new teacher turnover rate to 13%.

**Evaluation Data Sources:** Staff retention data reports

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Employing personalized strategies to retain staff.  <b>Strategy's Expected Result/Impact:</b> This will help to build relationship and community so that teachers will want to come back to this campus.  <b>Staff Responsible for Monitoring:</b> Principals and Mentors</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                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Develop normed tools and processes to conduct observations, capture trends, and track progress over time.  <b>Strategy's Expected Result/Impact:</b> This ensures that we are aligning instruction and practices to what we have planned during our PLC time together.  <b>Staff Responsible for Monitoring:</b> Admin and ICs</p> <p><b>Title I:</b>                      2.4, 2.6                      - <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                      - <b>Superintendent Goals:</b>                      SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Develop and strategically deploy marketing materials/ideas that present the school as an attractive place to work.</p> <p><b>Strategy's Expected Result/Impact:</b> This helps to make our campus shine for our community and families so that they are proud to send their kids to school and staff members are proud to work here.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide ongoing support for teacher leaders in adult facilitation and team dynamics.</p> <p><b>Strategy's Expected Result/Impact:</b> This ensures that all leadership on campus is speaking the same language and all arrows are pointed in the same directions for our campus needs.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice.</p> <p><b>Strategy's Expected Result/Impact:</b> This gives the teachers an opportunity to grow in a specific area and not be overwhelmed with too many pieces all at once.</p> <p><b>Staff Responsible for Monitoring:</b> Admin/ICs/Mentors/PLC Leads</p> <p><b>Title I:</b> 2.4, 2.6</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 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Superintendent Goals:</b> SG 3</p>	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**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: Survey data will show increased positive perceptions of parent and community engagement opportunities.

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

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Administer customized surveys for parents and families to determine specific engagement needs.  <b>Strategy's Expected Result/Impact:</b> This helps to get real feedback to make appropriate changes.  <b>Staff Responsible for Monitoring:</b> Principal, Counselors, Staff PTA Members</p> <p><b>Title I:</b>                      4.1, 4.2                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<p><b>Strategy 2:</b> Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students.  <b>Strategy's Expected Result/Impact:</b> This brings a sense of belonging and for them to feel welcome and at home at our school.  <b>Staff Responsible for Monitoring:</b> Counselors, Admin</p> <p><b>Title I:</b>                      4.2                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>



Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Collaborate with campus PTA to provide support and increase parent engagement efforts.</p> <p><b>Strategy's Expected Result/Impact:</b> This is great way to bring in the community and families to build a better school experience for all students.</p> <p><b>Staff Responsible for Monitoring:</b> Staff PTA, Counselors, Admin</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 4 Details	Formative Reviews		
<p><b>Strategy 4:</b> Provide capacity-building events for parents and families on critical aspects of student learning.</p> <p><b>Strategy's Expected Result/Impact:</b> This also helps to build community, make families feel welcome and give them info on what/how students learn daily and how they can help students at home.</p> <p><b>Staff Responsible for Monitoring:</b> Admin, Counselors</p> <p><b>Title I:</b> 4.1, 4.2 - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 5 Details	Formative Reviews		
<p><b>Strategy 5:</b> Integrate multiple communication strategies with families into teacher roles and responsibilities.</p> <p><b>Strategy's Expected Result/Impact:</b> Communication is key. Families want to know what is going on at their child's school. Being clear is being kind.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 6 Details	Formative Reviews		
<p><b>Strategy 6:</b> Schedule monthly Principal Chat meetings, at various dates and times...Coffee with Principals.</p> <p><b>Strategy's Expected Result/Impact:</b> Open up building to make families feel welcomed and gain understanding of different pieces of their child's education.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>Title I:</b> 4.1, 4.2</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p>- <b>Superintendent Goals:</b> SG 4</p>	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			





**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: Increase in business and community member participation in campus committees and events.

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

Strategy 1 Details	Formative Reviews		
<p><b>Strategy 1:</b> Engage community and business partners in meaningful opportunities to participate.  <b>Strategy's Expected Result/Impact:</b> Build connections with community and get them involved with the children that live in their community.  <b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>
Strategy 2 Details	Formative Reviews		
<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> Highlighting this work will build stronger relationships with the businesses and also let parents know that our community is backing our school.  <b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture                      - <b>Superintendent Goals:</b>                      SG 4</p>	<b>Formative</b>		
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>

Strategy 3 Details	Formative Reviews		
<p><b>Strategy 3:</b> Establish an inclusive campus welcoming system that engages all visitors.</p> <p><b>Strategy's Expected Result/Impact:</b> This is key in customer service. Families want to participate more in their child's education when they feel welcomed.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Superintendent Goals:</b> SG 4</p>	Formative		
	Nov	Feb	Apr
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			