

Bastrop Independent School District

Mina Elementary

2022-2023 Goals/Performance Objectives/Strategies

Accountability Rating: B



Board Approval Date: October 7, 2022
Public Presentation Date: October 18, 2022

Mission Statement

As a leader in innovative, student-centered education, the mission of Bastrop ISD is to ignite passion for life-long learning and to successfully motivate and prepare all students to compete globally by ensuring they are engaged in diverse, rigorous, and relevant learning experiences that incorporate 21st Century skills.

Vision

OUR Call to Action

Graduates of Bastrop Independent School District are empowered to become successful and productive in a global society.

Core Beliefs

Core Beliefs

A diverse and engaging environment contributes to successful learning.
Serving the individual needs of all learners is central to our mission.
Community collaboration directly results in the growth of our schools.
Education empowers everyone.
People feel valued when they are heard.
Involvement beyond the classroom contributes to student success.

OUR Profiles

The Learner...

Communicates effectively, both verbally and non-verbally.
Engages in collaborative practices.
Applies fundamental content knowledge.
Respects and empathizes with others.
Utilizes critical thinking skills to creatively solve problems.

The Teacher...

Communicates effectively, both verbally and non-verbally.
Exhibits passion about education.
Designs engaging instruction and adjusts based on student needs.
Develops and nurtures positive and productive relationships.
Models life-long learning and content knowledge.

The Leader...

Communicates effectively through a variety of means.
Promotes a vision and fosters an innovative culture that advocates in the best interests of students.

Exemplifies service-oriented leadership.
Demonstrates adaptability.
Builds and maintains a school culture that fosters a growth mindset.

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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 | | |
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| <p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Assistant Principals, MTSS Coach and PBIS Team</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Implement campus reviews on expectations school wide. Based on student needs we will be proactive in addressing the behaviors before they disturb the learning environment.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: MTSS coach, assistant principals, and PBIS committee</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Implement school wide incentives tied to completion of brag boards for PK-4th grade.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: MTSS coach, assistant principals, and PBIS committee</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 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:

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 | | |
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| <p>Strategy 1: Create a plan to address Social Emotional Learning teacher and student survey data.</p> <p>Strategy's Expected Result/Impact: Using SEL data will allow the PBIS committee to target specific lessons needed for our student population. Aligned SEL lessons will increase student coping skills, social skills and reduce student discipline referrals and absences.</p> <p>Staff Responsible for Monitoring: Assistant Principal, MTSS coach</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Conduct campus investigations that promote and support a safe and orderly learning environment.</p> <p>Strategy's Expected Result/Impact: The MTSS team will meet to review and update current campus investigations and support provided for all common areas of the campus to include safe, respectful and responsible actions stated in a positive manner.</p> <p>Staff Responsible for Monitoring: Assistant Principal, MTSS coach, CBS coaches</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations.</p> <p>Strategy's Expected Result/Impact: Using SEL data will allow the PBIS committee to target specific lessons needed for our student population. Aligned SEL lessons will increase student coping skills, social skills and reduce student discipline referrals and absences.</p> <p>Staff Responsible for Monitoring: Assistant Principals, MTSS coach, CBS coach, and PBIS committee</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:

BISD 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 45% to 57% and STAAR Reading from 62% to 72%

Evaluation Data Sources: 2023 Accountability Data, AT data, Mock STAAR Data, Formative assessment data, other campus data source





| Strategy 1 Details | Formative Reviews | | |
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| <p>Strategy 1: Solicit input from campus instructional leaders on grade-appropriate academic and behavioral measures for individual student goal setting.</p> <p>Strategy's Expected Result/Impact: Using academic and SEL data, students will be able to target specific Essentials Standards and monitor their own growth. In doing this, students will take ownership of their learning and motivate them to growth in their learning.</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coaches, Guiding Collation</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Build capacity in all campus teams to implement and facilitate effective PLC structures.</p> <p>Strategy's Expected Result/Impact: By having effective PLC's, grade levels will see a consistent set of standards across the campus and use time effectivity to talk about all students.</p> <p>Staff Responsible for Monitoring: Principal, Instructional Coaches, Guiding Collation</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: 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>Strategy's Expected Result/Impact: Using SEL data will allow the PBIS committee to target specific lessons needed for our student population. Aligned SEL lessons will increase student coping skills, social skills and reduce student discipline referrals and absences.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals. MTSS coach</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 65% to 80%.

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





| Strategy 1 Details | Formative Reviews | | |
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| <p>Strategy 1: Implement an explicit, systematic phonics routine in grades K-2 classrooms with a focus on small group instruction in all K-2 classrooms that provides opportunities for students to transfer the explicit phonics skills obtained.</p> <p>Strategy's Expected Result/Impact: By implementing a routine using explicit phonics skills in a systematic phonics program, K-2 students will be reading on grade level when they exit 4th grade.</p> <p>Staff Responsible for Monitoring: Principal, ELAR Instructional coach, Early Literacy Coach</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Implement a reading achievement tracking system.</p> <p>Strategy's Expected Result/Impact: By using the "Accelerated Reading" program, students will be encouraged to track their reading achievement by earning points. The points are associated with prizes and students will be motivated to read more, thus raising their reading level.</p> <p>Staff Responsible for Monitoring: Librarian, Principal, Instructional Coach, Classroom Teachers 2nd-4th grade</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Provide coaching for PLC teams in grades PK-2nd to monitor and intervene based off of BISD Essential Standards.</p> <p>Strategy's Expected Result/Impact: By having effective PLC's, grade levels will see a consistent set of standards across the campus and use time effectivity to talk about all students. With students at the focal point of our PLC's, the impact on the growth will increase.</p> <p>Staff Responsible for Monitoring: Principal, Early Literacy Teacher, Instructional Coaches</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 | | |
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| <p>Strategy 1: Provide support for classroom co-teach models specifically focused on small groups, stations, and parallel teaching.</p> <p>Strategy's Expected Result/Impact: Strong co-teach practices allow students with disabilities equitable access to the curriculum. When students have access to a guaranteed and viable curriculum they are able to gain a deeper understanding of the content and master essential standards.</p> <p>Staff Responsible for Monitoring: Principal, Special Education Teacher, Classroom Teacher</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.</p> <p>Strategy's Expected Result/Impact: Implement a daily schedule for EB students lead by our ESL TA to target Listening, Speaking, Reading and Writing skills by utilizing Summit K12 program. This will increase scores on TELPAS to show one years growth for each EB identified student.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, ESL TA</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Implement coordinated and proactive structures to address intervention and/or enrichment for all students</p> <p>Strategy's Expected Result/Impact: Strong reading and math interventions and/or enrichment practices, during WIN time, allow students with equitable access to the interventions based on 'what they need' . When students have access to a guaranteed and viable interventions, they are able to gain a more growth in their current instruction.</p> <p>Staff Responsible for Monitoring: Principal, RTI Lead Teacher, RTI TA's, GT teacher, Instructional Coaches,</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: Possible Data Source(s): Training resources, observational data, T-TESS data





| Strategy 1 Details | Formative Reviews | | |
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| <p>Strategy 1: Create a focused, year-long plan for implementation and monitoring of the Big 3</p> <p>Strategy's Expected Result/Impact: At Mina Elementary, we will provide training and support of implementing Big 3 practices (academic conversations, academic vocabulary and HOTQ) in daily instruction. These research based high-yield practices support the learning of all students which ultimately supports the academic achievement and growth in all language domains.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Provide training and ongoing support for the effective use of techniques that encourage critical thinking skills, differentiation, and scaffolded supports.</p> <p>Strategy's Expected Result/Impact: At Mina Elementary, we will provide training and support of implementing Big 3 practices (academic conversations, academic vocabulary and HOTQ) in daily instruction. These research based high-yield practices support the learning of all students which ultimately supports the academic achievement and growth in all language domains.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coaches</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Create a structure for cross-campus peer observation of Big 3 strategies</p> <p>Strategy's Expected Result/Impact: At Mina Elementary, we will provide training and support of implementing Big 3 practices (academic conversations, academic vocabulary and HOTQ) in daily instruction. These research based high-yield practices support the learning of all students which ultimately supports the academic achievement and growth in all language domains.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, instructional Coaches,</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 92.84% to 94%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports





| Strategy 1 Details | Formative Reviews | | |
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| <p>Strategy 1: Create a campus attendance action plan. Strategy's Expected Result/Impact: Meet and/or exceed the districts attendance goal of 93.8% because we know when students are at school they are learning. Staff Responsible for Monitoring: Principal, Assistant Principal, Attendance Clerk, Classroom Teachers, Truancy Officer,</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Implement truancy prevention process to monitor students with chronic absences and/or who are at high risk for not meeting attendance requirements. Strategy's Expected Result/Impact: Increase our attendance percentage by 2 points; 95% meaning more students are present to receive an education. Staff Responsible for Monitoring: Principal, Assistant Principal, Attendance Clerk, Classroom Teachers, Truancy Officer</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Implement attendance incentive to target attendance, tardies and early pickups. Strategy's Expected Result/Impact: See a decrease in tardies and early pickups and in increase in attendance. Being at school on time ensures students start the day with their peers and when they are pulled out early, they miss out on important instruction. Staff Responsible for Monitoring: Assistant Principal, Attendance Clerk, Classroom teachers</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 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 | | |
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| <p>Strategy 1: Provide safety drill training and debrief for staff and students throughout the year. Strategy's Expected Result/Impact: Improve overall response time to a crisis/emergency situation by practicing monthly drills. Staff Responsible for Monitoring: Assistant Principal</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs Strategy's Expected Result/Impact: Review current practices to ensure they are aligned with campus expectations monthly to address areas of concern in order to decrease the time it takes for tardy students/parent to check-in and get to their classrooms and avoiding lost instruction time. Staff Responsible for Monitoring: Principal, Assistant Principals</p> | Formative | | |
| | Nov | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Improve facility infrastructure to positively impact campus safety Strategy's Expected Result/Impact: Consistency throughout campus for all Teacher & Staff have classroom doors locked during the day; Staff approach unfamiliar guests to ensure check-in at the office; adhere to expected safety protocols established by Campus Safety Team for all areas in and around the campus. Weekly interior and exterior door checks throughout campus completed by Assistant Principals and/or BISD PD and results housed in Safety Binder in the front office to monitor issues and address ongoing issues quickly. Staff Responsible for Monitoring: Assistant Principal</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 3: Strategic Priority: BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: Increase teacher retention from 83% to 87%.

Evaluation Data Sources: Staff retention data reports





| Strategy 1 Details | Formative Reviews | | |
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| <p>Strategy 1: Employing personalized strategies to retain staff</p> <p>Strategy's Expected Result/Impact: When teachers feel welcomed, support, and valued on a campus, they are more likely to return from year to year.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Sunshine Committee</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Provide ongoing support for teacher leaders in adult facilitation and team dynamics</p> <p>Strategy's Expected Result/Impact: Time spent on team building and restoration has a huge impact on the quality of education that students receive on a daily basis.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coaches, Mentors</p> | Formative | | |
| | Nov | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice.</p> <p>Strategy's Expected Result/Impact: Teacher seek out feedback, peer observations, and team coaching which has a huge impact on the quality of education that students receive on a daily basis as well as how teachers feel about their teaching ability.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coaches, Mentors</p> | Formative | | |
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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 | | |
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| <p>Strategy 1: Collaborate with campus PTA to provide support and increase parent engagement efforts</p> <p>Strategy's Expected Result/Impact: Attending our PTA meetings as well as PTA board meetings on our campus, gives a good gauge of how we doing as a campus. They bring ideas and feedback that help make our campus better and stronger.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, PTA Board</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Provide capacity-building events for parents and families on critical aspects of student learning</p> <p>Strategy's Expected Result/Impact: When parents are on our campus, they are seeing all the great things that are taking place along with given ideas, strategies, and activities that they can do at home to support students at home.</p> <p>Staff Responsible for Monitoring: Principals, Assistant Principals, Instructional Coaches</p> | Formative | | |
| | Nov | Feb | Apr |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Integrate multiple communication strategies with families into teacher roles and responsibilities</p> <p>Strategy's Expected Result/Impact: Communication is often the key to a successful school. Keeping everyone informed and on the page, will ensure students are getting the best home to school connection possible.</p> <p>Staff Responsible for Monitoring: Principal, Counselors, Staff PTA members</p> | Formative | | |
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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 | | |
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| <p>Strategy 1: Engage community and business partners in meaningful opportunities to participate</p> <p>Strategy's Expected Result/Impact: Students need to see that the Bastrop community and business they visit are involved in their learning and see that it is just as important as their parents and teachers do.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p> | Formative | | |
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| Strategy 2 Details | Formative Reviews | | |
| <p>Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media</p> <p>Strategy's Expected Result/Impact: Students, parents, and teachers need to see that the Bastrop community and business they visit are involved in their learning and see that it is just as important as they do.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p> | Formative | | |
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| Strategy 3 Details | Formative Reviews | | |
| <p>Strategy 3: Establish an inclusive campus welcoming system that engages all visitors</p> <p>Strategy's Expected Result/Impact: When parents are on our campus, they are seeing all the great things that are taking place along with given ideas, strategies, and activities that they can do at home to support students at home.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals</p> | Formative | | |
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