

Bastrop Independent School District

Red Rock Elementary

2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

Every Roadrunner, Every Minute, Everyday!

Vision

At Red Rock Elementary, we will achieve high levels of learning, build empowered student advocates through rigorous expectations, scaffolded supports and unconditional love while honoring diversity and celebrating community.

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: MTSS Walkthrough form

Strategy 1 Details
<p>Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices.</p> <p>Strategy's Expected Result/Impact: Implementing best MTSS practices will create safe learning environments for all students in all places on campus.</p> <p>Staff Responsible for Monitoring: MTSS coach, MTSS committee, Counselor, APs, and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: The MTSS team will meet to review and update current campus expectations for all common areas of the campus to include safe, respectful, and responsible actions stated in a positive manner.</p> <p>Strategy's Expected Result/Impact: Implementing best MTSS practices will create a safe learning environment for all students. They will also be able to make needed adjustments to ensure our practices/procedures are aligned to current needs of the campus.</p> <p>Staff Responsible for Monitoring: MTSS Coach, MTSS committee, Counselor, APs, and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Strategy 3 Details

Strategy 3: RRE will establish common campus expectations through an active MTSS committee and practices including a positive reinforcement system, such as, Beep Beep Store, Brag Boards and Character Commendations.

Strategy's Expected Result/Impact: Increased stakeholder understanding of common expectations and a safer learning environment.

Staff Responsible for Monitoring: MTSS Coach, MTSS Committee, Counselor, APs, and Principal

ESF Levers:

Lever 3: Positive School Culture

Strategy 4 Details

Strategy 4: RRE will staff and utilize Campus Behavior Support personnel to improve student behavior and increase learning time.

Strategy's Expected Result/Impact: There will be a reduction in student referrals and an increase in learning time for all students.

Staff Responsible for Monitoring: Admin team and CBS coach

ESF Levers:

Lever 2: Strategic Staffing, 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 68% to 75%

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

Strategy 1 Details
<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 MTSS 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: MTSS Coach, MTSS Committee, Counselor, APs and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Conduct campus investigations that promote and support a safe and orderly learning environment.</p> <p>Strategy's Expected Result/Impact: Increased consistency among investigations and referral data.</p> <p>Staff Responsible for Monitoring: MTSS committee and Admin Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Regular review of campus discipline dashboard to identify trends, disproportionality, and possible adaptations.</p> <p>Strategy's Expected Result/Impact: Increased consistency among investigations and referral data. This data will also allow us to target specific trends/needs at the campus level.</p> <p>Staff Responsible for Monitoring: MTSS committee and Admin team</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: BISD 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 29% to 40% and STAAR Reading from 31% to 40%

Evaluation Data Sources: 2024 Accountability Data, AT data, Interim STAAR Data, formative assessment data

Strategy 1 Details
<p>Strategy 1: Solicit input from campus instructional leaders on grade-appropriate and feasible academic and behavioral measures for individual student goal setting.</p> <p>Strategy's Expected Result/Impact: Students set personal goals for their learning, they take on additional ownership of their learning thus positively impacting academic achievement.</p> <p>Staff Responsible for Monitoring: DCs and Leadership Team</p>
Strategy 2 Details
<p>Strategy 2: Build capacity in all campus teams to implement and facilitate effective CBPL structures through continued coaching support with district leadership.</p> <p>Strategy's Expected Result/Impact: Strong CBPL practices support the learning of all students. Teachers having a clear understanding of what they are teaching, what it looks like when they are teaching, and the student mastery for that TEKS builds the academic achievement of all learners.</p> <p>Staff Responsible for Monitoring: Admin Team, DCs, CBPL Team Leads</p>
Strategy 3 Details
<p>Strategy 3: Implement campus-wide expectations and policies ensure that classroom routines and procedures, instructional activities, physical space, and social environment validate multiple experiences and perspectives.</p> <p>Strategy's Expected Result/Impact: Strong PBIS practices support a calm and efficient learning environment as instruction time is maximized through strong routines/procedures. Classrooms should be organized in a manner to allow students access to needed materials (including their devices).</p> <p>Staff Responsible for Monitoring: MTSS Coach, DCs, and Admin Team</p>

Strategy 4 Details

Strategy 4: Implement Zearn to supplement instruction in math and Amplify to supplement instruction in reading.

Strategy's Expected Result/Impact: Supplemental instruction allows students time to work on very targeted skills that are identified through screeners and testing data. Students working on targeted skills increases their academic achievement.

Staff Responsible for Monitoring: RtI, DCs, ELT, and Admin Team

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 5 Details

Strategy 5: Students will have access to supplemental programs such as Brain Pop, Jr and Pebble Go to allow them to make visual connections to essential standards being taught for science and social studies.

Strategy's Expected Result/Impact: When students have access to a visual representation of the standard being taught, it increases their ability to connect with the content and further build their background knowledge.

Staff Responsible for Monitoring: Library Media Specialist, DCs, and Admin Team

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

Performance Objective 1: Strategic Priority: BISD will develop and implement comprehensive teaching and learning practices to advance the academic achievement of every student.

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

Evaluation Data Sources: HQIM-Aligned Measurement Tool

Strategy 1 Details

Strategy 1: Ensure all classroom teachers are trained on RBIS, Amplify, and Eureka curriculum.

Strategy's Expected Result/Impact: Developing an understanding of the research based instructional strategies (RBIS) and the newly adopted Amplify and Eureka curriculum to ensure effective implementation.

Staff Responsible for Monitoring: Admin Team, DCs, ELT

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 2 Details

Strategy 2: Provide weekly curriculum based professional learning (CBPL) in grades K-5 to monitor and support implementation of HQIMs on campus.

Strategy's Expected Result/Impact: Strong CBPL practices will support the learning of teachers and students. Teachers have a clear understanding of what they are teaching and student mastery builds the academic achievement of all learners.

Staff Responsible for Monitoring: Admin Team, DCs, ELT

TEA Priorities:

Build a foundation of reading and math

- **ESF Levers:**

Lever 4: High-Quality Instructional Materials and Assessments

Strategy 3 Details

Strategy 3: Provide opportunity for extended CBPL meeting time and quarterly 1/2 day planning to ensure K-5 teachers are supported through the entire CBPL practice model.

Strategy's Expected Result/Impact: Teachers will be able to fully understand the curriculum they are implementing by participating in the CBPL practice model, which includes, unit and lesson internalization, lesson rehearsal, and student work analysis.

Staff Responsible for Monitoring: Admin Team, DCs, ELT

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 4 Details

Strategy 4: Weekly data leadership meetings will focus on student learning outcomes utilizing district adopted curriculum (Amplify and Eureka) and teacher supports needed for effective learning.

Strategy's Expected Result/Impact: Supporting teachers based on their individual needs will ensure students are getting the best curriculum delivery based on walkthrough data and student outcome data.

Staff Responsible for Monitoring: Admin Team, DCs, ELT

TEA Priorities:

Build a foundation of reading and math

- ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, 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.

Emergent Bilingual Math: 77%, Reading 62%

Special Education Math: 62%, Reading 48%

Economically Disadvantaged Math: 74%, Reading 67%

Evaluation Data Sources: 2024 Accountability Data, AT data, Interim STAAR Data, formative assessment data

Strategy 1 Details

Strategy 1: During CBPL meetings student work analysis and data review will incorporate sub-population groups (emergent bilingual, special education, economically disadvantaged) to monitor and adjust based on need.

Strategy's Expected Result/Impact: Actively reviewing sub-pop data will help ensure student needs are being met through Tier 1 instruction and adjust instructional strategies utilizing the Amplify and Eureka curriculum.

Staff Responsible for Monitoring: Admin Team, DCs, ELT

ESF Levers:

Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Weekly curriculum based professional learning meetings will include the special education teacher that supports the grade level.

Strategy's Expected Result/Impact: Providing time for the special education teacher to participate in CBPL will ensure a more targeted and effective approach during inclusion supports in the general education setting.

Staff Responsible for Monitoring: Admin Team, DCs, ELT, CBPL Leads

ESF Levers:

Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Weekly curriculum based professional learning will include specified time for bilingual teachers in K-1 (dual language program) & 2nd (early exit program) to work with the multilingual department for Tier 1 support.

Strategy's Expected Result/Impact: Targeted strategies to support emergent bilingual students using the Tier 1 curriculum (Amplify and Eureka) will grow the target sub group.

Staff Responsible for Monitoring: Admin Team, DCs, ELT, Multilingual Dept.

ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 4 Details

Strategy 4: Classroom teachers will work through lesson internalization by selecting one of the Big 3 instructional strategies that supports the academic growth of sub-populations.

Strategy's Expected Result/Impact: Ensuring classroom teachers are supported in developing the use of BIG 3 will directly impact the academic growth of specified sub-pops.

Staff Responsible for Monitoring: Admin Team, DCs, ELT

ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, 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
<p>Strategy 1: CBPL meetings will consist of lesson rehearsal to ensure classroom teachers are able to observe and successfully practice lessons prior to implementation.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to collaboratively work together to ensure their Tier 1 academic content, practical work skills and critical thinking questions to support student growth.</p> <p>Staff Responsible for Monitoring: Admin Team, DCs, ELT</p> <p>ESF Levers: Lever 5: Effective Instruction</p>
Strategy 2 Details
<p>Strategy 2: Staff will participate in learning walks to further develop their understanding of Amplify, Eureka, and Big 3 teaching strategies.</p> <p>Strategy's Expected Result/Impact: Teachers participating in learning walks allows them a deeper understanding of the curriculum and effective instructional strategies and how to implement these practices within their own classroom as planned. New curriculum and Big 3 practices engages all learners which positively impacts student achievement and growth.</p> <p>Staff Responsible for Monitoring: Admin Team, DCs, ELT</p> <p>ESF Levers: Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Incorporate instructional rounds twice per academic year with specific focus to help support the growth of campus teachers and student learning.</p> <p>Strategy's Expected Result/Impact: Teachers supporting teacher growth will have a positive impact on curriculum implementation, teacher learning, and student learning.</p> <p>Staff Responsible for Monitoring: Admin Team, DCs, ELT, CBPL Leads</p> <p>ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>

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 91.80% to 94.00%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports

Strategy 1 Details
<p>Strategy 1: Create a written campus attendance action plan</p> <p>Strategy's Expected Result/Impact: A written campus action plan allows the attendance committee to have a targeted intervention plan to support students with chronic absenteeism. Increased student attendance supports the student's academic and social development.</p> <p>Staff Responsible for Monitoring: Attendance clerk, Attendance Committee and Admin</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</p> <p>Strategy's Expected Result/Impact: RRE will follow the BISD attendance protocols for students with chronic absenteeism. Truancy prevention measures will be developed based on students targeted need which will increase their overall attendance. Increased attendance supports the student's overall academic and social development.</p> <p>Staff Responsible for Monitoring: Attendance clerk, Attendance Committee and Admin</p>
Strategy 3 Details
<p>Strategy 3: Provide training to Campus staff on the district's procedures to address attendance requirements</p> <p>Strategy's Expected Result/Impact: When staff have a deeper understanding of attendance requirements, they become more involved in helping families understand the importance of student attendance which will positively impact the attendance of the campus.</p> <p>Staff Responsible for Monitoring: Attendance clerk, Attendance Committee and Admin</p>
Strategy 4 Details
<p>Strategy 4: Students with perfect attendance will be recognized at each 9-weeks grading period and at each awards ceremony. Classrooms with perfect attendance will be celebrated using the campus-wide brag board. Additionally, students with perfect attendance for three-weeks will be eligible to be entered into a drawing for a bike at the end of the school year.</p> <p>Strategy's Expected Result/Impact: Celebrating perfect attendance of students increases their desire to attend school which supports their social and academic growth.</p> <p>Staff Responsible for Monitoring: Attendance clerk, Attendance Committee and Admin</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 46% to 54%

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

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: All staff and students will be trained on safety drill procedures and participate in practice drills that are aligned to the I Love You Guys safety protocols. Training and practice allows staff and students to be better prepared for potential emergent situations which increases the safety of all students.</p> <p>Staff Responsible for Monitoring: Admin and District PD</p>
Strategy 2 Details
<p>Strategy 2: The front office staff will be trained on the Raptor system and will consistently utilize Raptor for visitor check-in/out procedures.</p> <p>Strategy's Expected Result/Impact: Having consistent visitor check-in/out practices increases the safety for all learners.</p> <p>Staff Responsible for Monitoring: Admin and Front Office Team</p>
Strategy 3 Details
<p>Strategy 3: Improve facility infrastructure to positively impact campus safety</p> <p>Strategy's Expected Result/Impact: All staff have been trained on the BISSD safety protocols. Admin and District PD walk the campus each day to ensure safety protocols are being followed which has increased the overall safety of the campus. All maintenance needs regarding safety are turned in immediately and our campus police officer is made aware.</p> <p>Staff Responsible for Monitoring: Admin and District PD</p>
Strategy 4 Details
<p>Strategy 4: Staff will receive training on the BISSD discipline matrix and RRE infraction protocol process.</p> <p>Strategy's Expected Result/Impact: Consistent implementation of the BISSD discipline matrix and practices increases the safety and learning for all students.</p> <p>Staff Responsible for Monitoring: Admin and MTSS coach</p>

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

Performance Objective 3: Copy this into Performance Objective 3 Box:

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 9% to 9%

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

Strategy 1 Details
<p>Strategy 1: Employing personalized strategies to retain staff such as mentoring supports and new teacher support.</p> <p>Strategy's Expected Result/Impact: Supporting new to campus/profession teachers increases their connection to the campus which ultimately increases teacher retention.</p> <p>Staff Responsible for Monitoring: Admin, ICs, MTSS and mentor teachers</p>
Strategy 2 Details
<p>Strategy 2: Develop normed tools and processes to conduct observations, capture trends, and track progress over time.</p> <p>Strategy's Expected Result/Impact: RRE will utilize the BISD walk-through forms, T-TESS observation tool, and student data to track campus trends and progress. Targeted plans of support will be developed for staff needing extra coaching. Normed practices allow RRE an objective plan to support the development of the teaching team.</p> <p>Staff Responsible for Monitoring: ICs, MTSS and Admin</p>
Strategy 3 Details
<p>Strategy 3: The Instructional Leadership team will receive training in facilitating CBPL practices and team dynamics</p> <p>Strategy's Expected Result/Impact: Strong CBPL practices increases the understanding of all learners. Growing the leadership capacity of teacher leaders increases the shared ownership of the achievement of all students.</p> <p>Staff Responsible for Monitoring: ILT, ICs, ELT, MTSS and Admin</p>
Strategy 4 Details
<p>Strategy 4: 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: When teachers receive consistent and actionable feedback they are able to immediately impact student learning with adjustments to their instructional practices.</p> <p>Staff Responsible for Monitoring: ICs, MTSS, ELT and Admin</p>

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, staff/family newsletters, agendas, meeting notes, sign-in sheets, Volunteer registration platform

Strategy 1 Details
<p>Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs</p> <p>Strategy's Expected Result/Impact: BISD administers at least one parent survey per year to gain feedback on engagement needs. RRE provides platforms for feedback at Title 1 meetings in the fall and spring. Feedback from families allows RRE to plan for strategies to support families and increase the school/home connection.</p> <p>Staff Responsible for Monitoring: Admin</p>
Strategy 2 Details
<p>Strategy 2: Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students. These students will have access to our school counselor and Student & Family Support Specialists.</p> <p>Strategy's Expected Result/Impact: When students' basic needs are supported, they are better able to develop social and academic skills.</p> <p>Staff Responsible for Monitoring: Counselor, Social Worker and Admin</p>
Strategy 3 Details
<p>Strategy 3: Collaborate with campus PTA to provide support and increase parent engagement efforts</p> <p>Strategy's Expected Result/Impact: A strong home to school connection increases the overall academic achievement and attendance of all learners.</p> <p>Staff Responsible for Monitoring: Admin</p>
Strategy 4 Details
<p>Strategy 4: Provide capacity-building events for parents and families to support the reading, math and science skills of students</p> <p>Strategy's Expected Result/Impact: RRE will host summer library hours, Kickstart for PK/K registration, a literacy and math/science night that teaches parents strategies to support the academic development of their students. A strong home to school connection increases the overall academic achievement and attendance of all learners.</p> <p>Staff Responsible for Monitoring: ICs, ELT, MTSS and Admin</p>

Strategy 5 Details

Strategy 5: Integrate multiple communication strategies (i.e. Blackboard, Smore and School Status) with families into teacher roles and responsibilities

Strategy's Expected Result/Impact: When families are able to easily understand campus events, they are able to become more involved with the school and their child's learning.

Staff Responsible for Monitoring: Admin

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

Strategy 1 Details
<p>Strategy 1: Engage community and business partners in meaningful opportunities to participate such as mentoring and career day.</p> <p>Strategy's Expected Result/Impact: Engaging community partners provides students to learn about a variety of career paths which increases their understanding of the importance of school.</p> <p>Staff Responsible for Monitoring: Counselor, social worker and Admin</p>
Strategy 2 Details
<p>Strategy 2: Establish an inclusive campus welcoming system that engages all visitors</p> <p>Strategy's Expected Result/Impact: When families feel welcome at the campus they increase their participation with the campus. A strong home to school connection increases the learning for all students.</p> <p>Staff Responsible for Monitoring: Front Office Team and Admin</p>
Strategy 3 Details
<p>Strategy 3: RRE will have a variety of volunteer opportunities for families to participate in.</p> <p>Strategy's Expected Result/Impact: A strong home to school connection increases the overall academic achievement and attendance of all learners.</p>