

Bastrop Independent School District

Bluebonnet Elementary

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

Bluebonnet's mission is to provide a well-rounded education, promote positive social values, and establish a safe and caring environment; where parents and community are partners.

Vision

Bluebonnet Elementary will be an inviting and compassionate school community united with families, in our dedication to children through a commitment of innovative instruction and fostering a desire to learn.

School Motto

A Professional Learning Community with a Big Heart!

Table of Contents

Goals 4

Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence. 4

Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners. 8

Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections. 12

Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders. 15

Goals

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

Performance Objective 1: By May 2024, increase the percentage of students at Meets Grade Level on STAAR Reading from 31% to 48% and STAAR Math from 31% to 53%.

Evaluation Data Sources: 2025 Accountability Data





Strategy 1 Details	Reviews		
Strategy 1: Implement grade-appropriate academic and behavioral processes to ensure student ownership of individual goal setting Strategy's Expected Result/Impact: If this strategy is successful students self management will increase and students will have personal ownership of their continued achievement. Staff Responsible for Monitoring: Teachers	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning (CBPL) structures Strategy's Expected Result/Impact: If this strategy is successful teacher leaders will be further developed and equipped to serve diverse populations of students and grow other teachers. Staff Responsible for Monitoring: Instructional Coaches	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Implement structured time to include discussion of formative student data, effective instructional strategies, and make adjustments to instructional delivery. Strategy's Expected Result/Impact: If this strategy is successful teachers will refine instructional moves more quickly in response to formative feedback and find strengths from colleagues in which they can lean on. Staff Responsible for Monitoring: Instructional Coaches	Formative		Summative
	Nov	Feb	Apr

Strategy 4 Details		Reviews		
Strategy 4: Refine and develop practices that are diagnostic of student extended constructed responses and directly target the quantity of students earning a score of 0. Strategy's Expected Result/Impact: If this strategy is successful our quantity of 0 responses and quality of 1-9 responses will more directly reflect our students' ability levels. Staff Responsible for Monitoring: Reading Instructional Coach, Principal, Teachers		Formative		Summative
		Nov	Feb	Apr
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Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 2: By May 2025, implement High-Quality Instructional Materials aligned to Math, Literacy, and Science Frameworks with 95% fidelity.





Evaluation Data Sources: BISD Walkthrough Form, CBPL agendas, coaching cycles

Strategy 1 Details	Reviews		
Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed Strategy's Expected Result/Impact: If this strategy is successful we will ensure each classroom is being taught equitably and that there remains grade level consistency. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Provide training and follow-up coaching in HQIM lesson internalization and lesson execution Strategy's Expected Result/Impact: If this strategy is successful the delivery of lessons will be at the highest quality. Staff Responsible for Monitoring: Instructional Coaches, Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Ensure teachers have sufficient planning time to internalize lessons, analyze student work, and collaborate Strategy's Expected Result/Impact: If this strategy is successful teachers will deliver lessons and facilitate student learning at high levels of both comprehension and student achievement. Staff Responsible for Monitoring: Instructional Coaches, Principal	Formative		Summative
	Nov	Feb	Apr
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Goal 1: Student Success and Well-Being Goal: We will support skill-building opportunities that encourage responsible choices and adaptable competence.

Performance Objective 3: By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by 75%.

Evaluation Data Sources: NWEA MAP Growth Data

Strategy 1 Details	Reviews		
Strategy 1: Coach and support teaching staff based on data Strategy's Expected Result/Impact: If this strategy is successful, teachers will receive personalized coaching responsive to their skill set and student group Staff Responsible for Monitoring: Instructional Coaches	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Analyze and sort student work: categorize student work into high, medium, and low levels of mastery, and analyze to look for trends in student misconceptions Strategy's Expected Result/Impact: If this strategy is successful, classrooms will calibrate expectations as well as find strengths and weaknesses of individual TEKS. Staff Responsible for Monitoring: CBPL Leads	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Data on various levels will be collected and analyzed routinely (individual student data, teacher data, grade level data, and schoolwide) Strategy's Expected Result/Impact: If this strategy is successful there will be individual accountability on a variety of levels. Staff Responsible for Monitoring: Principal	Formative		Summative
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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 1: By May 2025, Emergent Bilingual, Special Education, and Economically Disadvantaged students will meet Closing the Gaps targets for STAAR Math and Reading.

Emergent Bilingual Math 69%, Reading 62%

Special Education Math: 58%, Reading 50%

Economically Disadvantaged Math: 65%, Reading 60%

Evaluation Data Sources: 2025 Accountability Data





Strategy 1 Details	Reviews		
Strategy 1: Implement coordinated and proactive structures to address intervention and/or enrichment for all students Strategy's Expected Result/Impact: If this strategy is successful students will receive specific and appropriate interventions that will improve their test scores Staff Responsible for Monitoring: RTI Leads	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Support the development of Special Programs staff to provide exemplar accommodations and co-teaching suggestions to use as a foundation for planning and lesson internalization Strategy's Expected Result/Impact: If this strategy is successful our students will have increased success on grade level content Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Implement a dual language program model and increase efforts in ESL practices Strategy's Expected Result/Impact: If this strategy is successful our EB and ESL students will have improved access to grade level content and excel in their academics as well as their language development Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
Strategy 4: Develop the skills of Instructional Coaches to equip them to meet the needs of teachers on campus Strategy's Expected Result/Impact: If this strategy is successful we will curate a system of support for staff and further improve our success with students Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr

Strategy 5 Details	Reviews		
Strategy 5: Hire a Para Professional to serve small groups of students with specific intervention needs. Strategy's Expected Result/Impact: If this strategy is successful we will meet the needs of more students Staff Responsible for Monitoring: RTI Leads	Formative		Summative
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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 2: By May 2025 Increase the percentage of Emergent Bilingual students showing growth on Texas English Language Proficiency Assessment System (TELPAS) from 29% to 55%.





Evaluation Data Sources: 2025 Accountability data, ECR/SCR data, Summit K-12 data

Strategy 1 Details	Reviews		
Strategy 1: Provide training and support to implement systems to assess proficiency in mastery of writing standards Strategy's Expected Result/Impact: If this strategy is successful students will have an increased success in their ECR scores. Staff Responsible for Monitoring: Reading Instructional Coach	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Support integration of Content-Based Language Instruction (CBLI) methods into Tier 1 Instruction Strategy's Expected Result/Impact: If this strategy is successful instruction will have increased culturally and linguistically responsive delivery. Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing. Strategy's Expected Result/Impact: If this strategy is successful we will see a greater positive impact in language development for our Emergent Bilingual students. Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
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Goal 2: Teaching and Learning Practices Goal: We will implement innovative strategies to facilitate ownership of academic mastery for all learners.

Performance Objective 3: By May 2025, 85% of staff members engaged in BISD professional development sessions will be prepared to apply new learning in a short time frame.





Evaluation Data Sources: Professional Learning Plan evaluation data gathered at district- or campus-based professional learning sessions.

Strategy 1 Details	Reviews		
Strategy 1: Create a structure for peer observation of HQIM and strategy implementation including action planning Strategy's Expected Result/Impact: If this strategy is successful teachers will acquire and refine skills from colleagues in practice Staff Responsible for Monitoring: Instructional Coaches, Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices Strategy's Expected Result/Impact: If this strategy is successful teachers will receive training and support for current needs based on observational feedback Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Campus will design a series of teacher lead professional development opportunities for the staff to choose from based on their needs. Strategy's Expected Result/Impact: If this strategy is successful teacher leaders will further share their craft to increase staff capacity. Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
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Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 1: By May 2025, increase student attendance from 92.7% to 94%.

Evaluation Data Sources: PEIMS Attendance Data

Strategy 1 Details	Reviews		
Strategy 1: Inform and update parents regularly about campus attendance policies and procedures Strategy's Expected Result/Impact: If this strategy is successful we will increase the understanding and prioritization of attendance for our families. Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Offer individual students and classroom incentives in recognition of exceptional and/or improved attendance Strategy's Expected Result/Impact: If this strategy is successful we will see an improvement in our chronically absent student's attendance. Staff Responsible for Monitoring: Counselor	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Connect students with attendance issues with campus mentors Strategy's Expected Result/Impact: If this strategy is successful students will have another adult on campus that will positively promote good attendance. Staff Responsible for Monitoring: Counselor	Formative		Summative
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Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 2: By May 2025, the percentage of students who receive three or more disciplinary referrals will decrease by 5%

Evaluation Data Sources: Skyward Discipline Reports

Strategy 1 Details	Reviews		
Strategy 1: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations Strategy's Expected Result/Impact: If this strategy is successful we will adjust and improve our expectation conversations to more beneficially respond to student needs. Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Implement campus-wide expectations and policies ensure that classroom rituals and routines, instructional activities, physical space, and social environment validate multiple experiences and perspectives. Strategy's Expected Result/Impact: If this strategy is successful students will have clear and reasonable routines in all areas Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Implement parent relationship building strategies to wrap around and support students with frequent behavioral concerns. Strategy's Expected Result/Impact: If this strategy is successful we will strengthen our family relationships, support home/school discipline connections, and improve student behavior. Staff Responsible for Monitoring: Principal	Formative		Summative
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Goal 3: Organizational Culture Goal: We will develop student-centered learning environments that provide a foundation for positive connections.

Performance Objective 3: By May 2025, 80% of classrooms will regularly use at least three district-approved educational technology tools.

Evaluation Data Sources: Digital Learning aligned walkthrough data, BISD Walkthrough Form, CBPL Agendas

Strategy 1 Details	Reviews		
Strategy 1: Implement blended learning strategies to include station rotation model, goal setting, and conferencing Strategy's Expected Result/Impact: If this strategy is successful students will have more personalized learning opportunities that benefit their learning style and needs. Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Provide ongoing professional learning for teaching staff to effectively integrate technology into their instruction Strategy's Expected Result/Impact: If this strategy is successful there will be an improvement in the differentiation of support for students Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Pilot and develop the use of new technology to increase the timeliness and quality of feedback on student work. Strategy's Expected Result/Impact: If this strategy is successful students will have relevant and timely feedback Staff Responsible for Monitoring: Reading Instructional Coach	Formative		Summative
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Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 1: By May 2025, reduce teacher turnover to 21%.





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

Strategy 1 Details	Reviews		
Strategy 1: Employee personalized strategies to retain staff Strategy's Expected Result/Impact: If this strategy is success staff will be more inclined to remain at BES. Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Provide ongoing support for teacher leaders in adult facilitation and team dynamics Strategy's Expected Result/Impact: If this strategy is successful teacher teams will strengthen and students will benefit from the collaboration Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Observation feedback conversations with teachers will include high-leverage, bite-sized, clear, actionable feedback with clear models and opportunities for practice Strategy's Expected Result/Impact: If this strategy is successful teachers will have specific next steps to refine their practice and grow their skill set. Staff Responsible for Monitoring: Principal	Formative		Summative
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Goal 4: Collaborative Partnerships Goal: We will promote relationship-building practices that ensure invested commitment in student success from all stakeholders.

Performance Objective 2: By May 2025, survey data will show an 15% increase in participation of parent and family engagement opportunities.

Evaluation Data Sources: Volunteer platform registration, campus sign-in sheets

Strategy 1 Details	Reviews		
Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs Strategy's Expected Result/Impact: If this strategy is successful the campus will better serve the needs of the parents within our school Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students Strategy's Expected Result/Impact: If this strategy is successful our families will have greater access and use of tools to meet their unique needs Staff Responsible for Monitoring: Counselor	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Develop capacity building opportunities for families to teach literacy, math, and science skills Strategy's Expected Result/Impact: If this strategy is successful families will have tools that support the work of our school and their child's academic needs Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	Apr
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			