

Bastrop Independent School District
Cedar Creek Elementary
2023-2024 Goals, Performance Objectives, and Strategies



Mission Statement

Cedar Creek Elementary supports the academics, social, and emotional development of all students and is committed in building a culture of high expectations for all.

Vision

We will create a community of learners who are empowered to reach high levels of academic success, fostered by an environment that is creative, collaborative, connected, and cooperative.

Core Beliefs

We Believe That....

- Family is the foundation that supports the development of the individual and the community.
- Respect for other and self is shown through attitude and action.
- Appreciation for diversity strengthens our community.
- Investment in optimism leads to success.
- Service to others builds community and personal growth.
- Collaboration and team work enrich outcomes.
- Commitment and strong work ethic are valued qualities.
- A Culture of high expectations is a commitment to our future.
- Positive character produces positive actions.

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: Observational data, Brag Board data, Discipline data

Strategy 1 Details
Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices Strategy's Expected Result/Impact: Staff will have tools and strategies ready to address student behavior, both positive and negative, in a productive way. Staff Responsible for Monitoring: MTSS Team ESF Levers: Lever 3: Positive School Culture
Strategy 2 Details
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. Strategy's Expected Result/Impact: Campus leaders will be able to proactively address common issues. Staff Responsible for Monitoring: MTSS Team ESF Levers: Lever 3: Positive School Culture

Strategy 3 Details
Strategy 3: Monitor implementation of SEL curriculum Strategy's Expected Result/Impact: Students will receive timely lesson on managing social skills and emotions Staff Responsible for Monitoring: MTSS Team ESF Levers: Lever 3: Positive School Culture

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

Performance Objective 2: Strategic Priority: BISD will identify work/life skills most important for students to know and create a framework for implementing them.

Aligned Performance Objective: By May 2024, student perceptions of their ability to manage their emotions, thoughts, and behaviors will increase by will increase from 63% to 70%.

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

Strategy 1 Details
Strategy 1: Create a plan to address Social Emotional Learning teacher and student survey data Strategy's Expected Result/Impact: We will be able to use student and teacher voice to directly impact SEL implementation and to inform proactive planning. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture
Strategy 2 Details
Strategy 2: Schedule regular reviews of campus discipline dashboard to identify trends, disproportionality, and possible adaptations Strategy's Expected Result/Impact: Student engagement will remain high as we will be able to proactively pinpoint student behavior needs Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture
Strategy 3 Details
Strategy 3: Schedule recurring conferences with social work and/or counseling staff to address schoolwide or individual student needs Strategy's Expected Result/Impact: Student support will be efficient and targeted, thereby increasing time engaged in class work. Staff Responsible for Monitoring: Counselor ESF Levers: Lever 3: Positive School Culture

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

Performance Objective 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 18% to 28% and STAAR Reading from 28% to 40%.

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

Strategy 1 Details
Strategy 1: Implement grade-appropriate and feasible academic and behavioral processes to ensure student ownership of individual goal setting Strategy's Expected Result/Impact: Students will develop an understanding of how they can use goal setting to increase their own achievement Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture
Strategy 2 Details
Strategy 2: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning (CBPL) structures Strategy's Expected Result/Impact: Teacher teams will have a thorough understanding of lessons prior to execution Staff Responsible for Monitoring: District Coaches ESF Levers: Lever 5: Effective Instruction
Strategy 3 Details
Strategy 3: Implement digital resources to supplement instruction in Math, Reading, Science, and Social Studies Strategy's Expected Result/Impact: Instruction will be extended or reviewed with lessons and activities that are at each student's level Staff Responsible for Monitoring: Assistant Principal

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: Regularly monitor the usage and implementation of provided adopted materials as designed Strategy's Expected Result/Impact: Campus leaders will have a clear understanding of the level of implementation and will be able to provide targeted support to teachers that need assistance. This will result in students receiving on grade-level instruction. Staff Responsible for Monitoring: District Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction
Strategy 2 Details
Strategy 2: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution Strategy's Expected Result/Impact: Teachers will have a thorough understanding of lesson outcomes and will be able to address students misconceptions as they arise. Staff Responsible for Monitoring: District Instructional Coaches ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction
Strategy 3 Details
Strategy 3: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate Strategy's Expected Result/Impact: Teachers will have dedicated time in their CBPL teams to prepare for teaching as well as to analyze student daily work and student assessment data. Staff Responsible for Monitoring: District Instructional Coaches 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: BISD 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: Implement a Dual Language program model Strategy's Expected Result/Impact: Emergent Bilingual students will master bilingualism and biliteracy Staff Responsible for Monitoring: Principal ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction
Strategy 2 Details
Strategy 2: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing Strategy's Expected Result/Impact: Emergent Bilingual students will increase in English Language Proficiency Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction
Strategy 3 Details
Strategy 3: Implement coordinated and proactive structures to address intervention and/or enrichment for all students Strategy's Expected Result/Impact: Student needs beyond Tier I instruction will be met through personalized learning Staff Responsible for Monitoring: Principal 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
Strategy 1: Create a campus-based system for monitoring professional learning portfolios Strategy's Expected Result/Impact: Campus leaders will have a clear understanding of how to guide staff through their professional development requirements. Staff will complete professional development resulting in increased teaching effectiveness. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing
Strategy 2 Details
Strategy 2: Create a structure for cross-campus peer observation of High-Quality Instructional Materials and strategy implementation, to include debrief and action planning Strategy's Expected Result/Impact: Teachers will have a systematic way to observe each other and collaborate on how to improve HQIM implementation in their own classrooms. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction
Strategy 3 Details
Strategy 3: Campus calendar indicates dedicated time for training and ongoing job embedded professional development on content specific teaching practices Strategy's Expected Result/Impact: Teachers will receive training that is relevant and based on timely needs. Staff Responsible for Monitoring: District Instructional Coaches ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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

Performance Objective 1: Strategic Priority: BSD 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 92% to 94%

Evaluation Data Sources: Skyward reports, PEIMS attendance reports

Strategy 1 Details
Strategy 1: Implement a written process for truancy prevention to monitor students with chronic absences or who are at high risk for not meeting attendance requirements Strategy's Expected Result/Impact: Increased student attendance, resulting in increased student achievement Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 2 Details
Strategy 2: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures Strategy's Expected Result/Impact: Increased student attendance, resulting in increased student achievement Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 3 Details
Strategy 3: Send commendation letters to students and parents, guardians, or caregivers for improved school attendance and perfect attendance Strategy's Expected Result/Impact: Increased student attendance, resulting in increased student achievement Staff Responsible for Monitoring: Registrar ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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: By May 2024, Student positive perceptions of physical and psychological safety at school will increase from 49% to 59%)

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

Strategy 1 Details
Strategy 1: Analyze visitor check-in/check-out practices to determine possible training and/or resource needs Strategy's Expected Result/Impact: The campus will remain free from interruptions, leading to full use of instructional minutes Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 2 Details
Strategy 2: Implement a monitoring system for door lock fidelity checks Strategy's Expected Result/Impact: The campus will remain free from interruptions, leading to full use of instructional minutes Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture
Strategy 3 Details
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 Strategy's Expected Result/Impact: Staff, students, and families will feel supported and instructional time will be uninterrupted. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

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

Performance Objective 3: Strategic Priority: BISD will enhance its onboarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: By May 2024, reduce teacher turnover to 15%.

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

Strategy 1 Details
Strategy 1: Employ personalized strategies to retain high-performing teachers Strategy's Expected Result/Impact: Reduced teacher turnover Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing
Strategy 2 Details
Strategy 2: Develop and strategically deploy marketing materials that present the school as an attractive place to work Strategy's Expected Result/Impact: Reduced teacher turnover Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing
Strategy 3 Details
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: Increased number of high-performing teachers Staff Responsible for Monitoring: District Instructional Coaches ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing

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

Performance Objective 1: Strategic Priority: BISD will expand family/community engagement and parent education activities to support and accelerate student outcomes.

Aligned Performance Objective: By May 2024, Survey data will show an 8% increase in positive perceptions of family engagement.

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

Strategy 1 Details
Strategy 1: Administer customized surveys for parents and families to determine specific engagement needs Strategy's Expected Result/Impact: Meaningful parent and family activities will result in increased engagement Staff Responsible for Monitoring: Principal
Strategy 2 Details
Strategy 2: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts Strategy's Expected Result/Impact: Meaningful parent and family activities will result in increased engagement Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture
Strategy 3 Details
Strategy 3: Provide capacity-building events for parents and families on critical aspects of student learning Strategy's Expected Result/Impact: Meaningful parent and family activities will result in increased engagement Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture

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
Strategy 1: Create and communicate specific volunteer opportunities within our online volunteer platform Strategy's Expected Result/Impact: Increased support and volunteers from the community Staff Responsible for Monitoring: Social Work Staff ESF Levers: Lever 3: Positive School Culture
Strategy 2 Details
Strategy 2: Recognize community and business participation and/or sponsorship in campus newsletters and on social media Strategy's Expected Result/Impact: Increased support and volunteers from the community Staff Responsible for Monitoring: Campus Digital Media Representative ESF Levers: Lever 3: Positive School Culture
Strategy 3 Details
Strategy 3: Create a written process for utilizing volunteers Strategy's Expected Result/Impact: Volunteers will effectively support campus activities Staff Responsible for Monitoring: Social Work Staff ESF Levers: Lever 3: Positive School Culture