

Bastrop Independent School District

Genesis High

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

Our purpose is to graduate our students and assist them with post-secondary education and workforce options.

Vision

Our vision is to open doors of opportunity by paving a clear path to graduation for our students at Genesis High School.

Core Beliefs

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.

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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: By May 2025, increase the percentage of students at Meets Grade Level on STAAR math from (10% to 20%) and STAAR Reading from (5% to 15%).

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details		Reviews		
Strategy 1: Implement small group instruction with fidelity. Strategy's Expected Result/Impact: EOC Targets: E1 and E2 - 40/15/5 A1 - 60/20/10 BI - 70/30/10 US - 70/30/10 Staff Responsible for Monitoring: TTESS Appraisers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 1		Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: Implement mandatory student improvement on STAAR EOC exams for the IGC (Individual Graduation Committee) process. The process will be explained to the student and parent/guardian by the principal during the intake process. Strategy's Expected Result/Impact: Increased student achievement on STAAR EOC and a positive student/parent perception regarding Genesis. Staff Responsible for Monitoring: Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments - Superintendent Goals: SG 4	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: Matriculate students from BHS and CCHS that have been placed at DAEP if their placements are greater than 45 days. Strategy's Expected Result/Impact: Long term DAEP students will graduate from high school faster and the perception of BISD will be positive. Staff Responsible for Monitoring: Genesis and DAEP Principals ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
Strategy 4: Provide teachers direct access to TAMS for test data on each of their students. Strategy's Expected Result/Impact: Teachers will be better able to tailor the tutorials and small group instruction to the individual needs of the students. Staff Responsible for Monitoring: Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 2	Formative		Summative
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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: By May 2025, implement High-Quality Instructional Materials aligned to Math, Literacy, and Science Frameworks with 85% fidelity.

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

Strategy 1 Details	Reviews		
Strategy 1: Genesis teachers will implement tailored courses through Edgenuity. Strategy's Expected Result/Impact: Increased rate of course completion and effective implementation of accommodations for Special Education, 504 and Emergent Bilingual students. Staff Responsible for Monitoring: Principal and Director of CCMR	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: All Genesis students will be issued a district owned Chromebook with which to access the Edgenuity courses. Strategy's Expected Result/Impact: Increased rate of course completion and effective implementation of accommodations for Special Education, 504 and Emergent Bilingual students. Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: Provide teachers direct access to TAMS for test data on each of their students. Strategy's Expected Result/Impact: Teachers will be better able to tailor the tutorials and small group instruction to the individual needs of the students. Staff Responsible for Monitoring: Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 2	Formative		Summative
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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: By May 2025, the percent of all students attaining academic achievement growth at all levels will increase by (5%).

Evaluation Data Sources: NWEA MAP Growth Data

Strategy 1 Details	Reviews		
Strategy 1: Implement small group instruction with fidelity. Strategy's Expected Result/Impact: EOC Targets: E1 and E2 - 40/15/5 A1 - 60/20/10 BI - 70/30/10 US - 70/30/10 Staff Responsible for Monitoring: TTESS Appraisers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 1	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: Implement mandatory student improvement on STAAR EOC exams for the IGC (Individual Graduation Committee) process. The process will be explained to the student and parent/guardian by the principal during the intake process. Strategy's Expected Result/Impact: Increased student achievement on STAAR EOC and a positive student/parent perception regarding Genesis. Staff Responsible for Monitoring: Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments - Superintendent Goals: SG 4	Formative		Summative
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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: 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: (High: 80.0%)
Special Education (High: 79.7%)
Economically Disadvantaged (High: 86.7%)

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details	Reviews		
Strategy 1: All Genesis teachers will have ESL endorsement. Strategy's Expected Result/Impact: Growth on TELPAS. Staff Responsible for Monitoring: Principal and Assistant Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction - Superintendent Goals: SG 2	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: Provide support by scheduling the special education chair one dedicated period for special education case management to assist teachers in the classroom with special education students, provide the accommodation documentation to the teachers upon enrollment, prepare for ARDs and attend ARDs. Strategy's Expected Result/Impact: Case management appraisal. Staff Responsible for Monitoring: SPED department chair Superintendent Goals: SG 1	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: Implement small group instruction and one on one tutorials with fidelity. Strategy's Expected Result/Impact: Growth on TELPAS and STAAR EOCs. Staff Responsible for Monitoring: Principal and Assistant Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 2	Formative		Summative
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Strategy 4 Details	Reviews		
Strategy 4: Provide teachers direct access to TAMS for test data on each of their students. Strategy's Expected Result/Impact: Teachers will be better able to tailor the tutorials and small group instruction to the individual needs of the students. Staff Responsible for Monitoring: Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 2	Formative		Summative
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Strategy 5 Details	Reviews		
Strategy 5: Conduct a comprehensive transcript and testing history audit during the intake process. Timelines will be discussed as well. Strategy's Expected Result/Impact: Every Genesis student and their parent/guardian will know exactly what the student needs to do to graduate. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
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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: By May 2025 Increase the percentage of Emergent Bilingual students showing growth on Texas English Language Proficiency Assessment System (TELPAS) to (25%).

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

Strategy 1 Details	Reviews		
Strategy 1: Conduct a comprehensive transcript and testing history audit during the intake process with an emphasis on TELPAS. B/I/H/AH ratings will be shown to the student and parent with an explanation as to their meanings. Comparisons to earlier grade results will be show to the parent and student. Strategy's Expected Result/Impact: Increase in TELPAS growth rates. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Implement small group instruction and one on one tutorials with fidelity. Strategy's Expected Result/Impact: Growth on TELPAS and STAAR EOCs. Staff Responsible for Monitoring: Principal and Assistant Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Superintendent Goals: SG 2	Formative		Summative
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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: 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: Genesis teachers will implement tailored courses through Edgenuity. Strategy's Expected Result/Impact: Increased rate of course completion and effective implementation of accommodations for Special Education, 504 and Emergent Bilingual students. Staff Responsible for Monitoring: Principal and Director of CCMR	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: All Genesis students will be issued a district owned Chromebook with which to access the Edgenuity courses. Strategy's Expected Result/Impact: Increased rate of course completion and effective implementation of accommodations for Special Education, 504 and Emergent Bilingual students. Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
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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: By May 2025, increase student attendance from 55% to 70%.

Evaluation Data Sources: PEIMS Attendance Data

Strategy 1 Details	Reviews		
Strategy 1: Communicate with parents and community members through various mediums. Strategy's Expected Result/Impact: Call logs and emails Increased student completion rates Staff Responsible for Monitoring: All staff ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 3	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: Support students by providing informative links on the website regarding graduation requirements, bell schedule, school application, graduation (foundation high school program and graduation plan). Strategy's Expected Result/Impact: Accurate information and links on the website Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 3	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: During intake, the principal will review each student's attendance record with both the student and their parent/guardian. Genesis attendance procedures will be explained to the new student and parent during the intake interview. Strategy's Expected Result/Impact: Student attendance will increase. Staff Responsible for Monitoring: Principal and Attendance Clerk ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 3	Formative		Summative
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Strategy 4 Details		Reviews		
Strategy 4: 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: Increase in student attendance rates. Staff Responsible for Monitoring: Principal and Attendance Clerk. ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 3		Formative		Summative
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0% No Progress 100% Accomplished Continue/Modify Discontinue				

Goal 3: Organizational Culture: 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 disciplinary actions resulting in loss of classroom time will decrease by 5%.

Evaluation Data Sources: Skyward Discipline Reports

Strategy 1 Details	Reviews		
Strategy 1: Implement campus training resources to ensure meaningful and timely training on MTSS best practices. Strategy's Expected Result/Impact: Decrease in OSS. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: Implement Campus-Wide Behavior and Classroom Management practices including consistent expectations for common areas and classrooms utilizing the BISD Discipline Matrix, Consistency Guide & Positive Behavior Interventions & Supports. Strategy's Expected Result/Impact: Decrease in OSS and DAEP placements. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: During intake, the principal will review each student's discipline record with both the student and their parent/guardian. Genesis discipline procedures will be explained to the new student and parent during the intake interview. Strategy's Expected Result/Impact: Students and parent will understand Genesis discipline procedures and we will have the lowest per capita OSS and DAEP placements in the school district. Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 1	Formative		Summative
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Strategy 4 Details	Reviews		
Strategy 4: Genesis teachers and administrators will provide ongoing SEL lessons and support for all Genesis students. Strategy's Expected Result/Impact: Genesis's low disciplinary referral rate will continue unabated. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1, SG 2	Formative		Summative
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Strategy 5 Details	Reviews		
Strategy 5: Administration will ensure that Genesis students have access to social worker to provide for mental health needs ad supports. Strategy's Expected Result/Impact: Students will have access to counselors when needed. Staff Responsible for Monitoring: Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 3	Formative		Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 3: Organizational Culture: 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: Genesis teachers will implement tailored courses through Edgenuity. Strategy's Expected Result/Impact: Increased rate of course completion and effective implementation of accommodations for Special Education, 504 and Emergent Bilingual students. Staff Responsible for Monitoring: Principal and Director of CCMR	Formative		Summative
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Strategy 2 Details	Reviews		
Strategy 2: All Genesis students will be issued a district owned Chromebook with which to access the Edgenuity courses. Strategy's Expected Result/Impact: Increased rate of course completion and effective implementation of accommodations for Special Education, 504 and Emergent Bilingual students. Staff Responsible for Monitoring: Assistant Principal	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: Genesis teachers will use a variety of apps to communicate with students and supplement the Edgenuity coursework and IGC projects. These apps include Google Classroom, School Status and Edgenuity. Strategy's Expected Result/Impact: Increased rate of course completion and attendance. Staff Responsible for Monitoring: Principal and Assistant Principal	Formative		Summative
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 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Collaborative Partnerships: 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 0%.

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

Strategy 1 Details	Reviews		
Strategy 1: 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 effectiveness in TTESS appraisals. Staff Responsible for Monitoring: Principal and Assistant Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 3	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Connect new teachers with experienced mentors. Strategy's Expected Result/Impact: New teachers will stay with Genesis and BISD. Staff Responsible for Monitoring: Principal and Teacher Mentors TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 3	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: Ensure that all teachers have the necessary tools and supplies to conduct their classrooms and teach. Strategy's Expected Result/Impact: 100% of Genesis teachers will return next year. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 3	Formative		Summative
	Nov	Feb	Apr
Strategy 4 Details	Reviews		
Strategy 4: All Genesis faculty members will meet in a weekly Friday PLC. Strategy's Expected Result/Impact: Teacher leadership will be enhanced. Staff Responsible for Monitoring: Genesis Teachers ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 2	Formative		Summative
	Nov	Feb	Apr
 No Progress  Accomplished  Continue/Modify  Discontinue			

Goal 4: Collaborative Partnerships: 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 (5)% 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: Implement strategic processes to support the unique needs of families of students experiencing homelessness, foster care students, and migrant students. Principal will connect all incoming students with the services they need during the intake interview. Strategy's Expected Result/Impact: New Genesis students and their parent/guardian will regard Genesis as a caring school. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Engage community and business partners in meaningful opportunities to participate. Strategy's Expected Result/Impact: Increase in business and community member participation in campus committees and events. Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
	Nov	Feb	Apr
Strategy 3 Details	Reviews		
Strategy 3: Recognize community and business participation and/or sponsorship in campus newsletters and on social media. Strategy's Expected Result/Impact: Increase in business and community member participation in campus committees and events. Staff Responsible for Monitoring: Assistant Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
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Strategy 4 Details	Reviews		
Strategy 4: Work with all community, campus and district partners (advisers, social workers, parent liaisons, truancy officers, SROs, etc.) to ensure student needs are met. Strategy's Expected Result/Impact: Increased student completion rates Staff Responsible for Monitoring: Administration and Teachers TEA Priorities: Connect high school to career and college - Superintendent Goals: SG 3	Formative		Summative
	Nov	Feb	Apr

0%

No Progress

100%

AccomplishedContinue/ModifyDiscontinue

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

Performance Objective 3: By May 2025, Increase the percentage of graduates that are college, career, and/or military ready (CCMR) by 10%.

Evaluation Data Sources: 2025 Accountability Data

Strategy 1 Details	Reviews		
Strategy 1: Increase student participation in youth career day opportunities and industry-specific job fairs. Strategy's Expected Result/Impact: More Genesis students will land jobs. Staff Responsible for Monitoring: Assistant Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
	Nov	Feb	Apr
Strategy 2 Details	Reviews		
Strategy 2: Increase the number of Genesis students taking the TSIA2. Strategy's Expected Result/Impact: More Genesis students will be college ready in reading, writing and mathematics upon graduation. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments - Superintendent Goals: SG 4	Formative		Summative
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Strategy 3 Details	Reviews		
Strategy 3: Conduct a comprehensive transcript and testing history audit during the intake process. Timelines will be discussed as well. Strategy's Expected Result/Impact: Every Genesis student and their parent/guardian will know exactly what the student needs to do to graduate. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4	Formative		Summative
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0% No Progress 100% Accomplished Continue/Modify Discontinue			