

Bastrop Independent School District
Lost Pines Elementary
2023-2024 Goals, Performance Objectives, and Strategies



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: All teachers and classrooms will be aligned and equipped to target the needs of students. Staff Responsible for Monitoring: Admin, DCs, ELT, MTSS paras TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1
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: The campus will be aligned in practices and strategies. Common language will be used for teachers, students and families. Staff Responsible for Monitoring: MTSS APs, Principal, district MTSS coordinators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1

Strategy 3 Details

Strategy 3: Monitor implementation of SEL curriculum.

Strategy's Expected Result/Impact: To ensure that students are receiving this research based curriculum that addresses their social and emotional needs.

Staff Responsible for Monitoring: MTSS APs, Principals, district MTSS coordinators

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 5: Effective Instruction

- Superintendent Goals:

SG 1

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: BISSD 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 67% to 75%.

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: This will ensure that we are continuing to refine our practices based on data of what students and staff are telling us. Staff Responsible for Monitoring: MTSS APs, Principal, Counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1
Strategy 2 Details
Strategy 2: Schedule regular reviews of campus discipline dashboard to identify trends, dis-proportionality, and possible adaptations. Strategy's Expected Result/Impact: This will ensure that we are looking at our Tier I practices and strategies to see if they need improvement. Staff Responsible for Monitoring: MTSS APs TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 1

Strategy 3 Details

Strategy 3: Teach, promote, and incentivize character traits for all students.

Strategy's Expected Result/Impact: All students will be exposed to these lifelong character traits and be recognized if exhibiting them.

Staff Responsible for Monitoring: classroom teachers, APs, principal, counselor

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 5: Effective Instruction

- Superintendent Goals:

SG 1

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 35% to 45% and STAAR Reading from 38% to 45%

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: This will ensure that students are being guided to hold themselves accountable in their own learning. Staff Responsible for Monitoring: APs and Principal TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 1
Strategy 2 Details
Strategy 2: Build capacity in all campus teams to implement and facilitate effective Curriculum-Based Professional Learning Practices (CBPLP) structures. Strategy's Expected Result/Impact: This will ensure that we are devoting ample amount of time to instructional practices and aligning as teams, grade levels and a campus. Staff Responsible for Monitoring: Principals, APs, DCs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 1

Strategy 3 Details

Strategy 3: Implement digital Amplify for ELA and digital Zearn for Math to supplement that specific instruction.

Strategy's Expected Result/Impact: This will help fill in gaps of student's skills in reading and math.

Staff Responsible for Monitoring: teachers, principals, APs and teachers

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

- Superintendent Goals:

SG 1

Strategy 4 Details

Strategy 4: Implement blended learning strategies to include station rotation model, goal setting, and conferencing.

Strategy's Expected Result/Impact: This is to ensure that student's individual needs are being met.

Staff Responsible for Monitoring: classroom teacher, DCs

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture, Lever 5: Effective Instruction

- Superintendent Goals:

SG 1

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.

High Priority

HB3 Goal

Evaluation Data Sources: HQIM-Aligned Measurement Tool, campus collective commitments

Strategy 1 Details
Strategy 1: Regularly monitor the usage and implementation of provided adopted materials as designed Strategy's Expected Result/Impact: This will ensure that all students have equity in instruction and ensure that we are teaching to the utmost of grade level standards. Staff Responsible for Monitoring: Principal, APs, DCs, ELT, district specialists TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Superintendent Goals: SG 2
Strategy 2 Details
Strategy 2: Provide training and follow-up coaching on HQIM lesson internalization and lesson execution. Strategy's Expected Result/Impact: This will ensure that teachers are prepared for lessons. This will also ensure that students are receiving the best instructional strategies that have been discussed with a team of teachers before lesson implementation. Staff Responsible for Monitoring: Principal, APs, DCs, ELT, PLC Leads TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Superintendent Goals: SG 2

Strategy 3 Details

Strategy 3: Provide feedback to teaching staff on pacing and adherence to the level of rigor in instructional materials.

Strategy's Expected Result/Impact: This will ensure that students are receiving equitable instruction.

Staff Responsible for Monitoring: Principal, APs, DCs, ELT, PLC Leads

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

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

- Superintendent Goals:

SG 2

Strategy 4 Details

Strategy 4: Ensure teachers have sufficient planning time to internalize and/or prepare lessons, analyze student work, and collaborate.

Strategy's Expected Result/Impact: This will result in better prepared and aligned teachers grade level and campus wide which translates to increased student learning.

Staff Responsible for Monitoring: Principal, APs, DCs, ELTs, PLC Leads

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

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

- Superintendent Goals:

SG 2

Strategy 5 Details

Strategy 5: Teachers will engage in grade level and vertically aligned learning walks to learn from each other when it comes to lesson implementation and pacing.

Strategy's Expected Result/Impact: This will result in better alignment across the campus among best practices of lesson implementation.

Staff Responsible for Monitoring: Principal, APs, DCs, ELTs, PLC Leads

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

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

- Superintendent Goals:

SG 2

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%

High Priority

HB3 Goal

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: This will result in students laying a better foundation in their first language to then transfer learning more successfully in the second language. Staff Responsible for Monitoring: Principal, APs, DCs, ELTs, district EB specialists TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Superintendent Goals: SG 2
Strategy 2 Details
Strategy 2: Implement a formative assessment process for monitoring Emergent Bilingual performance in listening, speaking, reading, and writing.

Strategy 3 Details

Strategy 3: Provide implementation support for teachers to maintain high expectations, increase engagement, and address the needs of all learners, including special populations.

Strategy's Expected Result/Impact: According to the Opportunity Myth, this will result in increased learning.

Staff Responsible for Monitoring: Principal, APs, DCs, ELTs, PLC Leads

TEA Priorities:

Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

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

- Superintendent Goals:

SG 2

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: This will ensure that all staff is meeting PD Plan requirements to best be able to support their students. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 2
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: This will result in better aligned grade level and campus teaching which gives students access to better grade level appropriate instruction. Staff Responsible for Monitoring: Principal, APs, DCs, ELTs, PLC Leads TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Superintendent Goals: SG 2

Strategy 3 Details

Strategy 3: Campus will follow/align campus PD to that of district PD that teachers will receive monthly at the district level.

Strategy's Expected Result/Impact: This will result in better alignment.

Staff Responsible for Monitoring: Principal, district C&I staff

TEA Priorities:

Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

- Superintendent Goals:

SG 2

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 92.8% to 94%.

Evaluation Data Sources: Skyward reports, PEIMS attendance reports, Parent Survey results, Dialogue through Coffee with Principal

Strategy 1 Details
Strategy 1: Create a written campus attendance action plan. Strategy's Expected Result/Impact: This will ensure that we are exhausting every effort to make sure students are coming to school to receive the learning. Staff Responsible for Monitoring: Attendance Clerk and attendance AP and Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 3
Strategy 2 Details
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. Strategy's Expected Result/Impact: The result of this would be to motivate parents to bring their child to school daily. Staff Responsible for Monitoring: Attendance Clerk, Attendance AP, Principal TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 3

Strategy 3 Details

Strategy 3: Provide multiple opportunities and/or modalities for students and families to learn about attendance procedures.

Strategy's Expected Result/Impact: This will ensure that parents feel informed and have adequate information to make the best decision for their child's education.

Staff Responsible for Monitoring: Attendance Clerk, Attendance AP, Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 3: Positive School Culture

- Superintendent Goals:

SG 3

Strategy 4 Details

Strategy 4: Provide training to campus staff on the district's procedures to address attendance requirements.

Strategy's Expected Result/Impact: This will result in greater understanding of procedures to help inform parents and help get kids to school.

Staff Responsible for Monitoring: Attendance Clerk, Attendance AP, Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

- Superintendent Goals:

SG 3

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 by 15%.

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

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: Ensure the safety of our campus. Staff Responsible for Monitoring: Principal, APs ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 3
Strategy 2 Details
Strategy 2: Implement a monitoring system for door lock fidelity checks. Strategy's Expected Result/Impact: Maintain a campus that classroom are safe at all times. Staff Responsible for Monitoring: Campus SRO, APs, Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 3
Strategy 3 Details
Strategy 3: Create a student-led campus safety patrol. Strategy's Expected Result/Impact: This helps to build leadership skills of students, which also motivates other students to want to be leaders, as well. Staff Responsible for Monitoring: Principal, APs, counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Superintendent Goals: SG 3

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 on-boarding experience to prepare every new employee for success in BISD.

Aligned Performance Objective: By May 2024, reduce teacher turnover to 12%.

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

Strategy 1 Details
Strategy 1: Employ personalized strategies to retain staff. Strategy's Expected Result/Impact: This will help to build relationship and community so that teachers will want to come back to this campus. Staff Responsible for Monitoring: District staff, Principal TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture - Superintendent Goals: SG 3
Strategy 2 Details
Strategy 2: Develop normed tools and processes to conduct observations, capture trends, and track progress over time. Strategy's Expected Result/Impact: This ensures that we are aligning instruction and practices to what we have planned during our PLC time together. Staff Responsible for Monitoring: Principal, APs, coaches, ELT TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Superintendent Goals: SG 3

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: This gives the teachers an opportunity to grow in a specific area and not be overwhelmed with too many pieces all at once.

Staff Responsible for Monitoring: Principal, APs, coaches, ELT

TEA Priorities:

Recruit, support, retain teachers and principals, Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction

- Superintendent Goals:

SG 3

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 (VOLY)

Strategy 1 Details
Strategy 1: Collaborate with campus PTA/PTSA to provide support and increase parent engagement efforts. Strategy's Expected Result/Impact: This is great way to bring in the community and families to build a better school experience for all students. Staff Responsible for Monitoring: Principal, PTA staff, counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4
Strategy 2 Details
Strategy 2: Provide capacity-building events for parents and families on critical aspects of student learning. Strategy's Expected Result/Impact: This also helps to build community, make families feel welcome and give them info on what/ how students learn daily and how they can help students at home. Staff Responsible for Monitoring: Principal, APs, counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4

Strategy 3 Details

Strategy 3: Schedule monthly Principal Chat meetings, at various dates and times. Coffee with Principal

Strategy's Expected Result/Impact: Open up building to make families feel welcomed and gain understanding of different pieces of their child's education.

Staff Responsible for Monitoring: Principal, APs, counselor

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

- Superintendent Goals:

SG 4

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 (VOLY)

Strategy 1 Details
Strategy 1: Engage community and business partners in meaningful opportunities to participate. Strategy's Expected Result/Impact: Build connections with community and get them involved with the children that live in their community. Staff Responsible for Monitoring: Principal, counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4
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: Highlighting this work will build stronger relationships with the businesses and also let parents know that our community is backing our school. Staff Responsible for Monitoring: Principal, APs, social media specialist, counselor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Superintendent Goals: SG 4

Strategy 3 Details

Strategy 3: Establish an inclusive campus welcoming system that engages all visitors.

Strategy's Expected Result/Impact: This is key in customer service. Families want to participate more in their child's education when they feel welcomed.

Staff Responsible for Monitoring: Principal

TEA Priorities:

Improve low-performing schools

- ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

- Superintendent Goals:

SG 4