



## **DISTRICT MISSION STATEMENT**

*The mission of the Bastrop Independent School District is to ensure the academic success of all students by fostering a commitment to excellence in teaching and learning.*

## **BASTROP ISD IMPROVEMENT PLAN**

*2008 - 2009*

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**DISTRICT PERFORMANCE GOAL 1:** The Bastrop ISD will ensure that all students are prepared to enter some form of post-secondary education and have the employment ready skills to enter the workforce.

### **NEEDS ASSESSMENT:**

1. Student Attendance Rates

2005 - 2006	94.7%
2006 - 2007	94.7%

2. Adequate Yearly Progress (AYP) Standards

2007 - 2008	7 of 12 campuses/district (58%)
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3. State Accountability Ratings

2007 - 2008	11 of 13 campuses/district achieved Acceptable or above ratings (85%)
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**NEEDS ASSESSMENT (cont.):**

4. SAT Mean Scores

Class of 2006	975
Class of 2007	976

5. ACT Mean Scores

Class of 2006	18.9
Class of 2007	19.8

6. College Readiness Standards

Class of 2006	28% in Reading and Math
Class of 2007	34% in Reading and Math

7. Completion rate for 9 – 12

Class of 2007	83.1%
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8. Higher Education Enrollment

Class of 2007	45.3%
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OBJECTIVES	STRATEGIES	RESOURCES	TIMELINE(S)	PERSON(S) RESPONSIBLE	FORMATIVE/ SUMMATIVE EVALUATIONS
1. Student attendance will meet or exceed state average.	<ul style="list-style-type: none"> <li>Work with DEIC committee to address student attendance issues and make recommendations to campuses</li> </ul>	No funds required	October, 2008 – February, 2009	Betty Richardson	<ul style="list-style-type: none"> <li>Annual attendance rates</li> </ul>
<p>2. All campuses and the district will meet the state acceptable level for all subjects and students groups.</p> <p>3. The district and all campuses will meet AYP standards.</p>	<ul style="list-style-type: none"> <li>Add additional instructional specialists to support teacher improvement in the classrooms</li> <li>Add elective classes to provide supplemental instruction for students in the 4 content areas at the middle and high school campuses</li> <li>Purchase C-SCOPE curriculum for AU and Pre-AU campuses; budget to purchase curriculum for K-12 for 2009-2010</li> <li>Add instructional deans to the middle schools campuses to assist principals in the overall development and implementation of instruction</li> <li>Work with external Campus Improvement Team member and AU campus teams to prepare School Improvement Plans for BHS and BMS and to implement Campus Action Plans</li> <li>Use data from district's PBMAS Summary Report from TEA to analyze data and implement continuous improvement plans in specified performance areas not meeting state improvement goals including BE/ESL and CTE</li> </ul>	<p>Federal funds</p> <p>High school allotment</p> <p>Comp. Ed. FTE's</p> <p>Title II</p> <p>Local funds</p> <p>21<sup>st</sup> century</p> <p>Migrant funds</p> <p>PEP grant</p> <p>P-16 Partnership Grant</p>	<p>August , 2008 – May, 2009</p> <p>July, 2008</p> <p>October, 2008</p> <p>October, 2008</p> <p>September – May, 2009</p> <p>December, 2008</p>	<p>C &amp; I Department</p> <p>Principals</p> <p>Jennifer Womack</p> <p>Admin. Council</p> <p>Betty Richardson Jennifer Womack Dr. Laurie Bauer Dr. Celina Thomas</p> <p>Lori Gracey Tessie Young PBMAS Teams</p>	<ul style="list-style-type: none"> <li>Additional specialists hired</li> <li>Courses added</li> <li>Curriculum purchased and training provided for grades 7 – 12</li> <li>Deans reassigned to middle schools from C &amp; I</li> <li>Implementation of campus and district action plans</li> <li>Development and implementation of School Improvement Plans for BHS/BMS</li> <li>Implementation of PBMAS plans for BE/ESL &amp; CTE</li> </ul>

OBJECTIVES	STRATEGIES	RESOURCES	TIMELINE(S)	PERSON(S) RESPONSIBLE	FORMATIVE/ SUMMATIVE EVALUATIONS
<p><i>Continued....</i></p> <p>2. All campuses and the district will meet the state acceptable level for all subjects and students groups. (continued)</p> <p>3. The district and all campuses will meet AYP standards</p>	<ul style="list-style-type: none"> <li>• Meet with campuses to assign TAT teams and to develop TAT plans in areas identified for improvement</li> <li>• Improve the alignment of IEP goals and objectives (instructional core and speech-language) with the TEKS at the appropriate level of instruction for identified special education students through the training of special education staff to use state assessment data and district-wide curriculum in developing specific instructional goals for students' education plans</li> <li>• Continue training in program strategies for language arts and math to support students with learning and/or language disabilities to include special education, dyslexic, LEP, Title, and 504 students; programs to include Sheltered Instruction, Read 180, ESL Academy, Making Math Read, Dual Language, Basic Language Skills, 6+1 Writing Traits</li> <li>• Work with campuses to use needs assessment data to better identify and serve at risk students</li> <li>• Purchase Fast Forward literacy program for additional elementary campuses (total campuses – 4) and hire and train staff to implement program for struggling readers</li> </ul>		<p>August , 2008 – May, 2009</p> <p>August , 2008 – May, 2009</p> <p>August , 2008 – May, 2009</p> <p>August, 2008 – May, 2009</p> <p>Fall, 2008</p>	<p>Jennifer Womack Jim Hallamek</p> <p>Nanci Stobaugh</p> <p>C &amp; I Team Principals Outside consultants</p> <p>Admin. Council</p> <p>Donald Williams</p>	<ul style="list-style-type: none"> <li>• Development and implementation of TAT plan for CCMS</li> <li>• Training provided for all special education staff during staff development days</li> <li>• Staff development provided during designated staff development days and during the school year as appropriate</li> <li>• Programs implemented at each campus to work with at risk youth</li> <li>• Programs implemented at designated campuses</li> </ul>

OBJECTIVES	STRATEGIES	RESOURCES	TIMELINE(S)	PERSON(S) RESPONSIBLE	FORMATIVE/ SUMMATIVE EVALUATIONS
<p><i>Continued...</i></p> <p>2. All campuses and the district will meet the state acceptable level for all subjects and students groups. Continued)</p> <p>3. The district and all campuses will meet AYP standards</p>	<ul style="list-style-type: none"> <li>• District personnel will meet with campuses to coordinate services for migrant, homeless, LEP, and Head Start student; Migrant support staff will implement requirements for priority for services action plan</li> <li>• The district will develop district plans for GT program implementation based on the recommendations from the district GT advisory council</li> <li>• Audit certification and teaching assignment data; work with appropriate principals to complete NCLB/TEA CIP compliance report</li> <li>• Identify teachers who do not meet NCLB requirements and locate programs/training that will meet certification needs and requirements</li> <li>• Provide required services to students who qualify under the PEP grant including counseling, career, job-readiness training, child care, transportation for children of students, transportation for students, instruction in child development, parenting, home and family living, and social services</li> </ul>		<p>Spring, 2009</p> <p>October – March, 2009</p> <p>August-Sept., 2008</p> <p>August – May, 2009</p> <p>August – May, 2009</p>	<p>Tessie Young Raina Gallegos</p> <p>Tessie Young GT Support Teachers</p> <p>Barry Edwards</p> <p>Barry Edwards</p> <p>Donald Williams</p>	<ul style="list-style-type: none"> <li>• Meetings scheduled to coordinate services</li> <li>• Number of services provided</li> <li>• Completed plans</li> <li>• Complete NCLB survey and principal attestation</li> <li>• Complete CIP for district/campuses</li> <li>• Completion of certification program</li> <li>• Number of participating students</li> </ul>

OBJECTIVES	STRATEGIES	RESOURCES	TIMELINE(S)	PERSON(S) RESPONSIBLE	FORMATIVE/ SUMMATIVE EVALUATIONS
<p>4. The mean SAT score will meet or exceed state average.</p> <p>5. The mean ACT score will meet or exceed state average.</p> <p>6. The percent of students who meet college readiness standards in reading and math subjects will meet or exceed state average.</p>	<ul style="list-style-type: none"> <li>Follow P-16 Plan for specific activities outlined to meet objectives including:               <ul style="list-style-type: none"> <li>applying for Bastrop ISD to become a SAT/ACT site,</li> <li>paying for any students who cannot pay fees for testing,</li> <li>requiring all 9<sup>th</sup> – 11<sup>th</sup> grade students take PSAT;</li> <li>offering PSAT, SAT, ACT prep. opportunities for students</li> <li>begin to work with Pre-AP teachers to incorporate SAT/ACT objectives into their courses</li> <li>continue to offer open enrollment for students to challenge advanced level courses in grades 5 - 12</li> </ul> </li> </ul>	<p>P-16 Partnership Grant</p>	<p>August, 2008 – May, 2009</p>	<p>Betty Richardson Marissa Graham Campus Principals</p>	<ul style="list-style-type: none"> <li>SAT/ACT results</li> <li>College readiness results</li> <li>Percent of students in advanced level courses</li> <li>Percent of students in dual enrollment courses</li> </ul>
<p>7. The completion rate will meet or exceed state average.</p>	<ul style="list-style-type: none"> <li>Increase staff at Genesis Alternative High School to house additional at risk students</li> <li>Implement a retrieval program to return no show and dropout students to the appropriate campus and to monitor their success rates in staying in school</li> <li>Work with community to implement initiatives to help support students coming and staying in school (Homework Help, 3T Community Outreach, Boys and Girls Club)</li> </ul>	<p>Comp. Ed. Funds</p>	<p>August, 2008 – May, 2009</p>	<p>BISD Admin. Council Michael Granado Robert Washington Campus Principals Truant &amp; Attendance officers</p>	<ul style="list-style-type: none"> <li>Completion rates</li> </ul>
<p>8. The percent of students enrolled in higher education institutions will meet or exceed state average.</p>	<ul style="list-style-type: none"> <li>Begin 4<sup>th</sup> year of ACC/BISD College Connection Partnership</li> <li>Work with community groups to consider strategies and timelines for bringing postsecondary education and training to Bastrop</li> </ul>		<p>August, 2008 – May, 2009</p>	<p>BISD Admin. Council Dr. Celina Thomas Marissa Graham Counselors</p>	<ul style="list-style-type: none"> <li>Percent of student enrolled in higher education institutions</li> </ul>



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## **BASTROP ISD IMPROVEMENT PLAN** *2008 - 2009*

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**DISTRICT PERFORMANCE GOAL 2:** The Bastrop ISD will provide support and build capacity to ensure accountability by providing resources and the expectation that fiscal responsibility will be exercised and by setting expectations of district-wide accountability for instructional staff, administrative staff, students services staff (i.e. counselors, nurses, librarians, board members and students).

### **NEEDS ASSESSMENT:**

1. FIRST ratings  
2006 – 2007 Superior
  
2. Staff Attendance  
2007 – 2008 94.8%
  
3. Employee Satisfaction (Job satisfaction, compensation, work environment, leadership)  
2008 – 2009 baseline year

OBJECTIVES	STRATEGIES	RESOURCES	TIMELINE(S)	PERSON(S) RESPONSIBLE	FORMATIVE/ SUMMATIVE EVALUATIONS
1. Continue to receive a superior rating from the Financial Integrity Rating System of Texas each year.	<ul style="list-style-type: none"> <li>• Focus budget allocations on instructional costs to reach 65% indicators</li> <li>• Maintain fund balance goal of 15% as per board policy</li> <li>• Monitor student to teacher and student to staff ratios</li> </ul>	Local funds State funds Federal funds	July, 2008 – June, 2009	BISD Admin. Council	<ul style="list-style-type: none"> <li>• FIRST rating</li> <li>• Instructional cost ratio</li> <li>• Fund balance ratio</li> <li>• Student to teacher and student to staff ratio</li> </ul>
2. Increase staff attendance to 96% by 2010-2011.	<ul style="list-style-type: none"> <li>• Work with principals to implement campus incentive program</li> <li>• Track campus/district staff attendance rates</li> </ul>	No local funds required	December, 2008 – May, 2009	BISD Admin. Council Campus Principals	<ul style="list-style-type: none"> <li>• Staff attendance rates</li> </ul>
3. Exceed ____% on an employee satisfaction survey in the follow areas: job satisfaction, compensation, work environment, and leadership	<ul style="list-style-type: none"> <li>• Request RFP for salary compensation study</li> <li>• Conduct employee satisfaction survey on annual basis</li> </ul>	Local funds - \$7,000	August, 2008 – May, 2009	BISD Admin. Council	<ul style="list-style-type: none"> <li>• Staff survey results</li> </ul>



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**DISTRICT PERFORMANCE GOAL 3:** The Bastrop ISD will provide a total school environment that is well-disciplined, safe and health conscious and where students feel emotionally and physically secure.

### **NEEDS ASSESSMENT:**

- |    |                       |       |
|----|-----------------------|-------|
| 1. | Discipline violations |       |
|    | 2007-2008             | 21.5% |
| 2. | Campus Cleanliness    |       |
|    | 2007-2008             | 27%   |
| 3. | Campus Safety         |       |
|    | 2007-2008             | 36%   |

OBJECTIVES	STRATEGIES	RESOURCES	TIMELINE(S)	PERSON(S) RESPONSIBLE	FORMATIVE/ SUMMATIVE EVALUATIONS
<p>1. The number of total students coded for discipline violations will decrease by one half percentage point each year.</p>	<ul style="list-style-type: none"> <li>• Work with campus leadership to increase the number of parent contacts for disciplinary reasons</li> <li>• Continue to train campus leadership in appropriate disciplinary management and recording strategies</li> <li>• Increase the number of home visits to families</li> </ul>	<p>No local funds required</p>	<p>August, 2008 – May, 2009</p>	<p>Michael Granado Campus Principals</p>	<ul style="list-style-type: none"> <li>• Discipline violations</li> </ul>
<p>2. The percent of students who consider their campuses clean will increase by 10 percentage points each year.</p>	<ul style="list-style-type: none"> <li>• Maintain full employment for housekeeping team</li> <li>• Increase management's monitoring of campuses</li> <li>• Review training needs of staff and provide appropriate training as needed</li> </ul>	<p>Local funds</p>	<p>July, 2008 – June, 2009</p>	<p>Henry Gideon Director of Maintenance Housekeeping Managers</p>	<ul style="list-style-type: none"> <li>• Student survey results</li> </ul>
<p>3. The percent of students who consider their campuses safe will increase by 10 percentage points each year.</p>	<ul style="list-style-type: none"> <li>• Implement a district-wide drug and alcohol prevention program</li> <li>• Work with campus counselors to develop procedures and programs that address dating violence for high school students</li> <li>• Continue to provide Choose to Care Hotline for Students</li> <li>• Purchase the Raptor system for the elementary campuses</li> </ul>	<p>Title IV funds - \$12,500</p> <p>Local funds - \$9,166</p>	<p>August, 2008 – May, 2009</p>	<p>District and Campus Leadership</p> <p>High school Counselors</p>	<ul style="list-style-type: none"> <li>• Student survey results</li> </ul>