

Celina Independent School District

Bothwell Elementary School

2024-2025 Goals/Performance Objectives/Strategies



Board Approval Date: October 21, 2024
Public Presentation Date: October 21, 2024

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Goals

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 1: Bothwell will establish five committees to help create and support a positive culture and enhance the student and staff experience.

Evaluation Data Sources: Committee Notes and Activities

Survey Feedback

Sunshine Activities

Positive Behavior Reinforcements

House Parties

Student Engagement

Family Engagement

Strategy 1 Details	Reviews			
<p>Strategy 1: Bothwell's House Committee will plan and implement monthly house meetings. Strategy's Expected Result/Impact: Create sense of community in the school. Staff Responsible for Monitoring: House Committee and Admin</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The Family Engagement Committee will foster a collaborative school community by providing opportunities for family involvement. Strategy's Expected Result/Impact: Connect the parents and community members to the campus. Staff Responsible for Monitoring: Family Engagement Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

Strategy 3 Details	Reviews			
<p>Strategy 3: The Student Engagement Committee will increase attendance rates on days that tend to have a higher percentage of absent students.</p> <p>Strategy's Expected Result/Impact: Encourage students to come to school and think in creative ways</p> <p>Staff Responsible for Monitoring: Student Engagement Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<p>Strategy 4: The PBIS committee will embody the school-wide behavior matrix in all areas of the building including playground and buses.</p> <p>Strategy's Expected Result/Impact: Demonstrate responsible, respectful and safe behaviors.</p> <p>Staff Responsible for Monitoring: PBIS Committee, Teachers, and Admin</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
Strategy 5 Details	Reviews			
<p>Strategy 5: The Sunshine Committee will create opportunities to build community by celebrating and supporting staff members.</p> <p>Strategy's Expected Result/Impact: Create a positive school culture and morale.</p> <p>Staff Responsible for Monitoring: Sunshine Committee, Admin, Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 2: Bothwell Elementary will create opportunities and promote student participation in co-curricular and extra curricular activities at all school levels. (BG2)

- Evaluation Data Sources:** Student Rosters in Activities
 Number of Spelling Bee Participants
 Number of UIL Participants
 House Ambassador Applicants
 Music Attendance Sheets
 District Fine Arts ShowCase Participants

Strategy 1 Details	Reviews			
<p>Strategy 1: Bothwell will establish and implement programs and activities to provide opportunities for various interests. Strategy's Expected Result/Impact: Create opportunities for students to try new things, challenge themselves, and practice new skills.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

Performance Objective 3: Bothwell Elementary students will have multiple opportunities to explore a range of careers. (BG4, HB3 CCMR)

HB3 Goal

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Bothwell will implement a Career Week with guest speakers and hands on learning opportunities. Strategy's Expected Result/Impact: Educate students on a variety of career pathways. Staff Responsible for Monitoring: Admin, Counselor and Teachers</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 1: Bothwell will establish and implement a variety of leadership opportunities for staff members through Team Leaders, Committee Chair Leaders, House Leaders, Mentors and District Leaders. (BG3)

Evaluation Data Sources: Number of Leadership Opportunities
 Feedback from Campus Surveys
 Staff Morale
 Staff Retention

Strategy 1 Details	Reviews			
<p>Strategy 1: Bothwell will utilize a Design Time schedule to assist teams in creating and analyzing formative assessments and using the data to determine intervention and enrichment groups to meet student needs.</p> <p>Strategy's Expected Result/Impact: Increase teacher capacity to determine and respond to student needs.</p> <p>Staff Responsible for Monitoring: Admin, Instructional Coach, Teachers</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Bothwell will establish processes as we create our own Professional Learning Community with Collaborative Planning, Design Times and Vertical Teams to answer the four PLC questions.</p> <p>Strategy's Expected Result/Impact: Increase teacher capacity. Improve student learning and achievement.</p> <p>Staff Responsible for Monitoring: Admin, Instructional Coach, Team Leaders</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

Strategy 3 Details	Reviews			
<p>Strategy 3: Train and develop staff to develop and facilitate professional learning at the campus and district level. (ESSA - TII)</p> <p>Strategy's Expected Result/Impact: Increased capacity for in-house professional development, reducing the need for external training. Empowered staff who can lead and sustain ongoing professional learning initiatives. Consistent, high-quality professional development tailored to the specific needs of the campus and district. A culture of collaboration and continuous learning among staff. Enhanced leadership skills and opportunities for staff, fostering career growth and retention. More efficient and timely response to emerging instructional needs and challenges.</p> <p>Staff Responsible for Monitoring: Teaching and Learning Professional Learning Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Tips and Tools - 255--Title II - \$791.88</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 2: Bothwell will achieve 75% for the Meets Performance Standard on 3rd Grade Math STAAR in the 2024-2025 school year. (HB3 Math Goal)

HB3 Goal

Evaluation Data Sources: STAAR Test
MAP Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Engage teachers in content collaboration within their grade level to sequence and engage with their grade level TEKS. (ESSA - TII)</p> <p>Strategy's Expected Result/Impact: Aligned instruction Deeper understanding of grade level TEKS</p> <p>Staff Responsible for Monitoring: Director of Curriculum and Instruction</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Content Collaborators - 255--Title II - \$360</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

Strategy 2 Details	Reviews			
<p>Strategy 2: Increase the math instructional skills of staff by training more educators in the use of Building Thinking Classrooms strategies and supporting the implementation of these practices across the campus. (ESSA - TII, HB3 Math)</p> <p>Strategy's Expected Result/Impact: Positive Outcomes for Students:</p> <ul style="list-style-type: none"> - Improved critical thinking and problem-solving skills in math. - Increased student engagement and participation in math lessons. - Greater confidence in tackling complex mathematical problems. - Enhanced collaboration among students in the classroom. <p>Positive Outcomes for Staff:</p> <ul style="list-style-type: none"> - Expanded capacity of staff trained in effective math instruction strategies. - Improved instructional practices leading to higher student achievement. - Strengthened professional confidence and competence in teaching math. - Fostered a collaborative community of educators focused on innovative teaching techniques. <p>Staff Responsible for Monitoring: Teaching and Learning Math Specialist Campus Administrators Instructional Coach</p> <p>Funding Sources: Building Thinking Classrooms Training - 255--Title II - \$200</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 3: Bothwell will achieve 75% for the Meets Performance Standard on 3rd Grade RLA STAAR in the 2024-2025 school year. (HB3 Literacy Goal)

HB3 Goal

Evaluation Data Sources: STAAR Test
MAP Data

Goal 2: Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

Performance Objective 4: Bothwell Elementary Administrators are designing systems of support for teachers and staff members that are new to the profession. (BP5)

Evaluation Data Sources: Teacher Retention Rate
 Campus Surveys
 Student Success
 Peer Learning Walk Reflections

Strategy 1 Details	Reviews			
<p>Strategy 1: Offer staff the opportunity to participate in collaborative book studies to enhance their skills, promote professional growth, and foster a culture of continuous learning and collaboration. (ESSA - TII)</p> <p>Strategy's Expected Result/Impact: Enhanced staff knowledge and skills through shared learning experiences. Strengthened collaboration and communication among staff members. Increased engagement in professional development. Fostering a culture of continuous learning and improvement. Opportunities for staff to apply new ideas and strategies in their practice. Building a supportive professional community focused on growth and innovation.</p> <p>Staff Responsible for Monitoring: Campus Administration Teaching and Learning Professional Learning Coordinator</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: Professional Learning Books - 255--Title II - \$300</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Goal 3: Independent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

Performance Objective 1: Bothwell Elementary will recruit, hire and retain high quality staff who will positively impact student learning and achievement. (BG5)

Evaluation Data Sources: Return Percentage
 Survey Results from Teachers and Staff
 Parent Surveys
 T-Tess Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Bothwell will support new teachers through New Teacher Check-Ins, Campus Staff Meetings, Coaching Cycles, Bloom Buddies, Campus Mentors, Walkthroughs and the PLC structure.</p> <p>Strategy's Expected Result/Impact: Support teachers' needs and those of their students. Create a sense of self-confidence in teachers' craft.</p> <p>Staff Responsible for Monitoring: Admin and Instructional Coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Bothwell will highlight and celebrate all teachers and staff members.</p> <p>Strategy's Expected Result/Impact: Ensure teachers feel celebrated and supported. Create opportunities for teachers to learn from their peer models.</p> <p>Staff Responsible for Monitoring: Admin and Instructional Coach</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

Strategy 3 Details	Reviews			
<p>Strategy 3: Design coaching protocols aligned with district goals, and provide comprehensive training and ongoing support for coaches to ensure effective implementation. (BG5, ESSA - TII)</p> <p>Strategy's Expected Result/Impact: Instructional coaches enhance their expertise in coaching strategies, pedagogy, and leadership. Coaches provide more effective support to teachers. Increased student achievement as a result of improved instructional practices. Stronger overall instructional culture within the district</p> <p>Staff Responsible for Monitoring: Teaching and Learning Department</p> <p>Funding Sources: Coaching Training - 255--Title II - \$595, TEKS Con - 255--Title II - \$500</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

Goal 3: Independent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

Performance Objective 2: Bothwell Elementary will foster opportunities to lead, serve and connect with the community of Celina. (BG1)

Evaluation Data Sources: Number of Students Involved
Number of Service Projects Completed

Strategy 1 Details	Reviews			
<p>Strategy 1: Bothwell staff and students will make a difference in the community by participating in food drives and service projects that will benefit the various local organizations in Celina.</p> <p>Strategy's Expected Result/Impact: Create opportunities for students to serve their community and practice empathy for others' needs.</p> <p>Staff Responsible for Monitoring: House Committee</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
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