

**PRIORITY
2**



**HIGH PERFORMING &
ENGAGED WORKFORCE**



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EMPOWER!**

**PRIORITY
2**



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**Awards &
Recognitions
PRIORITY 2**



Exemplar Websites: Gregory Portland ISD



- Includes:
- TIA Guidebook
 - TIA PowerPoint
 - Calibration Plan
 - Informational Resources on:
 - Who can be designated
 - How TIA works
 - LDS Requirements



Priority 2 Report

October 21, 2024

- ▶ Balanced Scorecard: Goals 2.1 - 2.2
 - ▶ Status - Current State / Data
- ▶ Key Strategic Action(s)
- ▶ Progress to Date
- ▶ Next Steps
- ▶ Q & A



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Balanced Scorecard (BSC)

2024 - 2030



Balanced Scorecard (BSC)

MISSION: The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

PRIORITY 1

Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career, and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

PRIORITY 2

High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3

Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4

Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

g-pisd.org

 [gpisdwildcats](https://www.facebook.com/gpisdwildcats) |  [@GPISD1](https://twitter.com/GPISD1)



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QUICK TIP: To view the Balanced Scorecard at any time, visit: g-pisd.org/BSC

Priority 2

GOALS



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2.1 - Annually increase the percentage of **STAFF SATISFACTION**.

2.2 - Annually increase the **RETENTION RATE** of **HIGHLY EFFECTIVE** faculty and staff.

STATUS - Current State / Data

"Where we are ..."

► Measurement: District Engagement Surveys

STAFF SURVEY	
SPRING 2023 625 Respondents	SPRING 2024 501 Respondents
83.2%	82.6%



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STATUS - Current State / Data

"Where we are ..."

► Measurement:

Texas Academic Performance Report (TAPR)

STAFF INFORMATION Turnover Rate for Teachers			
2021-2022 School Year		2022-2023 School Year	
District	State	District	State
14.3%	17.7%	14.9%	21.4%



KEY STRATEGIC ACTION(S)

"Where we are going ..."

Balanced scorecard: Goal 2.1

- ▶ Cultivate a positive learner centered culture characterized by communication, courage, inclusion, integrity, and selflessness
- ▶ Uphold and promote recognition and appreciation initiatives (e.g. PAWSitive Praise, Social Media, Etc.)



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KEY STRATEGIC ACTION(S)

"Where we are going ..."

Balanced scorecard: Goal 2.2

- ▶ Provide opportunities for professional development that enhance skills, knowledge, and expertise
- ▶ Administer staff surveys and other methods of seeking feedback to identify areas for improvement, ensuring that responsive actions are implemented



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PROGRESS TO DATE

"Where we are going ..."

► Competitive Salaries

- G-PISD continues to be the highest starting pay district
- 100% of classrooms filled with Certified Teachers

GREGORY-PORTLAND ISD
G-PISD STAFF RAISES

BEGINNING TEACHER SALARY
\$62,000

\$2,000
RETENTION STIPEND
FOR ALL EMPLOYEES

1% INCREASE
FROM THE MID-POINT
FOR ALL
TEACHERS,
NURSES,
LIBRARIANS,
PARAPROFESSIONALS,
CLERICAL/TECHNICAL,
AUXILIARY STAFF &
ADMINISTRATORS

COMPENSATION PLAN
Effective 2024 - 2025 School Year

"We are incredibly grateful for our hard-working team!"
— Dr. Michelle Cavazos
Superintendent of Schools



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PROGRESS TO DATE

► Recognition

- Board Recognition of our Auxiliary, Paraprofessional, and Professional of the Month
- Celebration of Employee Groups
- Retirement and Tenure Celebration



"Where we are going ..."



Technology Appreciation
Week
Many thanks to our amazing TECH team!



Campus Administrator's
Appreciation *Week*
PRINCIPALS | ASSISTANT PRINCIPALS | DEANS
Let's hear it for our G-PSD School Leaders!



School Custodians
Week
Thank a School Custodian today!



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PROGRESS TO DATE

"Where we are going ..."

► Recognition

► "PAWSitive Praise" for G-P Employees:

- Submitted by: Students, Employees, Family Members, Community Members & "Other"



PAWSitive Praise Submissions	
2023-2024 Sept. 2023 – July 31, 2024	2024-2025 August 1, 2024 – October 7, 2024
447	694



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PROGRESS TO DATE

"Where we are going ..."

- ▶ **Professional Development Opportunities**
 - ▶ Summer Learning
 - ▶ New Employee Orientation
 - ▶ Learning Conference
 - ▶ Team One Leadership
 - ▶ Principal's PLC
 - ▶ Business-Finance & Operations Roundtable
 - ▶ District and Campus Professional Learning Days
 - ▶ Exchange Day 4/21/2025

PROGRESS TO DATE

▶ New Employee Engagement Survey

▶ "Why" - New Employee Survey

- Comparison Data - education and/or corporate
- Addressing Confidentiality for employees
- Dashboard Resources via AI - job recruitment

▶ Survey Windows

- Fall 2024 - Oct. 2 - Oct. 11, 2024 (Preliminary, Baseline Data)
- Spring 2025 March 3-31, 2025 (Official Annual Engagement Results)

"Where we are going ..."



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NEXT STEPS

"Where we are going ..."

- ▶ **Long Range Compensation Planning with Stakeholder Committee:** Stakeholder committee meeting will start November 2024
- ▶ **Employee Recognition:**
 - ▶ Staff Attendance Recognition
 - ▶ Service Award: Annual Milestone (5-year, 10-year, etc.)
 - ▶ Retiree Employee Recognitions
- ▶ **Roundtables & Training:** Continue to provide and expand on targeted opportunities for training
- ▶ **Job Fairs:** Attend Regional Teacher Job Fairs, District Job Fair
- ▶ **Staff Survey Feedback:** Review Fall Survey feedback



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PRIORITY 2



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OUR WHY



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Thank you!

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