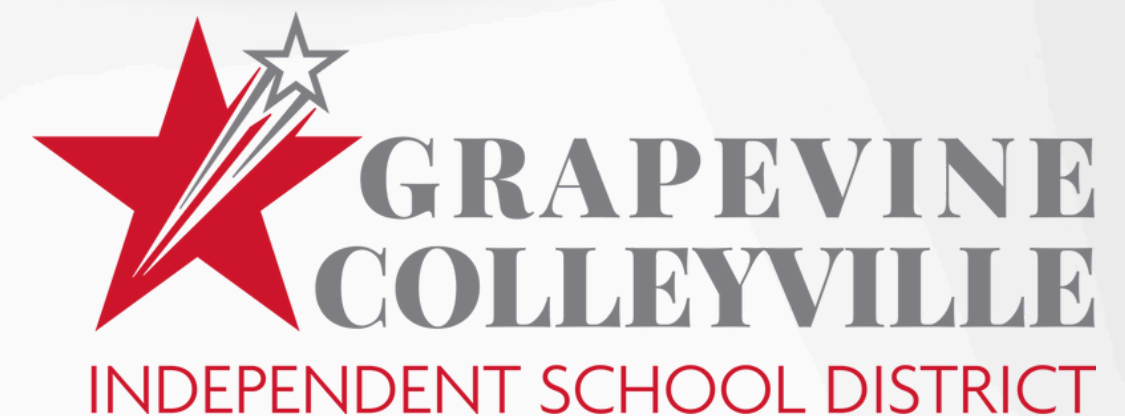


GCISD Balanced Scorecard Priority Report

June 16, 2025



GCISD Balanced Scorecard

1

Student Achievement and Post Secondary Preparedness

2

Faculty and Staff Recruitment, Retention and Capacity-Building

3

Parents, Families and Community Satisfaction and Engagement

4

Strong Financial Stewardship and Internal System Efficiency



Priorities



Performance
Objectives



Key Strategic
Actions



Progress
Measures



Outcomes

UNIVERSITY JOB FAIRS

JOIN
OUR
TEAM

Recruitment: JOB FAIRS

- Texas Christian University
- Tarleton State University
- University of Texas-Arlington
- Oklahoma State University
- Texas Tech University
- Baylor University
- Texas A&M University
- NCTASPA Job Fair
- TWU/UNT
- Dallas Baptist University
- GO Teach II



Recruiting Team

- Human Resources Team
- Campus Administration
 - Principals
 - Assistant Principals
- District Directors
- Alumni Educators



Universities were selected based on where GCISD recruited most new hires for 2024-2025

**WE ARE
HIRING**



GCISD
Job Fair

April 5, 2025
8 a.m. - 11 a.m.

**Cross Timbers
Middle School**
2301 Pool Rd,
Grapevine, TX 76051

RSVP to
the event



On-Site Interviews
Grapevine-Colleyville ISD will be conducting on-site interviews at Cross Timbers Middle School. Remember to bring your resume!



Visit Our Website
Learn more about GCISD and what it is like to work in the District by visiting www.GCISD.net/HR.

We are hiring educators in all areas including:

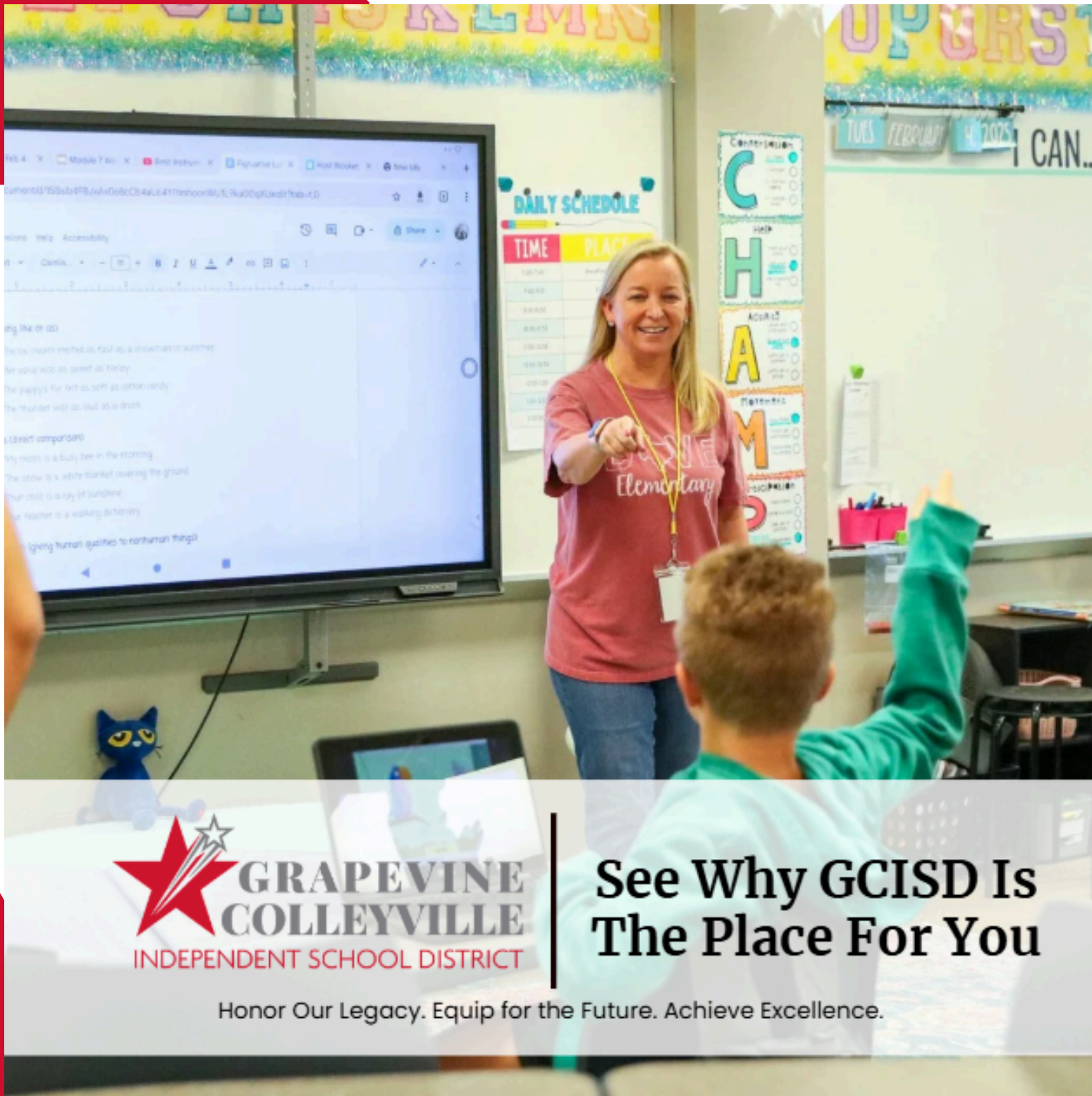
- High School
- Middle School
- Elementary School
- Bilingual Staff
- Coaches
- Special Education
- Learning Liaisons
- Speech Pathologists
- And Much More

GCISD JOB FAIR

OVER 166 ATTENDEES
CURRENTLY: 15 HIRED



Marketing Strategy



We are honored you are considering Grapevine-Colleyville ISD as your future home. We are a K-12 public school system in the heart of the Dallas-Fort Worth Metroplex that is committed to educational excellence, a rigorous curriculum, and bold, innovative approaches to teaching and learning. We are continually looking for quality people to become part of our learning community. Whether you're a first-year teacher or a seasoned veteran, there is a place for you in GCISD!

Follow our district on social media and learn more about our story by searching #WeAreGCISD.

Explore the cities of Grapevine, Colleyville, and Euless, which offer various entertainment opportunities and outdoor adventures, including bike and hiking trails, as well as water sports.



Perks of Joining the GCISD Family

Stipends available for extra duties, including a \$6,000 stipend for bilingual teachers

Ability to give your children their diploma during their GCISD graduation ceremony

Extended Day Program offers after-school care for grades Pre-K through fifth and employees receive a discounted rate

Employees who reside outside of our district attendance zones may enroll their children in GCISD schools

For employees who have children from ages six weeks to three years old, childcare is available at our Early Childhood Development Center

Employee recognition programs including Stars of GCISD and the T.E.A.M. Award

Comprehensive mentor program for educators new to the profession

Employees receive free admission to our state champion athletic events and fine arts programs

Priorities of GCISD



Student Achievement and Post Secondary Preparedness

- Academic Growth and Development
- College and/or Career and/or Military Readiness
- Safety and Well-Being
- Student Involvement



Faculty and Staff Recruitment, Retention and Capacity-Building

- Recruitment
- Employee Retention and Employee Satisfaction



Parents, Families and Community Satisfaction and Engagement

- Parents and Families Engagement
- Community Engagement and Partnerships
- Corporate and Business Based Partnerships



Strong Financial Stewardship and Internal System Efficiency

- Transparent Financial Stewardship
- Effective and Efficient District Operations
- Long Range Facility Management Plan



Grapevine-Colleyville ISD

GCISD is located in the heart of the metroplex and only minutes away from DFW International Airport. We are a destination district that offers a great place to work and live.



Apply Online!

Visit www.gcisd.net/HR to learn more about GCISD and to complete the online application.

GCISD RELATIONSHIPS



HR Team members presented to College of Education students on resume writing and interview preparation



HR Team members and Campus Administration will present to College of Education students on the TTESS Evaluation system and 1st year support



HR Team members on the GOteach 11 Advisory Board and completing teachers were asked to attend a meeting to discuss their experience with this program.

"If you believe a business is built on relationships, make building them your business." – Scott Stratten

GCISD RELATIONSHIPS



Partner with UTeach through UTA. Provide GCISD Mentor teachers for UTA Math and Science Students pursuing a career in Education.



**UNIVERSITY
OF DALLAS**

HR Team members on the University of Dallas Advisory Board.



Grow Your Own Opportunities

University of Texas-Arlington Alternative Certification Program



Turn your **bachelor's degree** into a **career in the classroom** with UTA's Alternative Certification Program (ACP) for Teachers

College of Education students have a **94%** teacher certification exam pass rate

ACP is flexible, 100% online, and administered by UTA's outstanding faculty in the College of Education. Through dynamic curriculum, instruction from our faculty, and ongoing personalized mentorship from experienced advisors, we empower teachers to blaze new trails in education. Become a Maverick educator and redefine excellence in the classroom with ACP.

Who is ACP for?
A noncredit pathway to teacher certification, ACP is designed for candidates who hold a bachelor's degree in any area and want to pursue or continue a career as an educator in the classroom.

What makes ACP distinctive?

- 100% of coursework is offered online and on-demand.
- We have partnered with America Succeeds to incorporate the 10 domains from The Durable Skills Advantage Framework into ACP modules.
- All coursework is designed by UTA faculty and staff members.
- Curriculum meets TEA requirements and standards.
- Differentiated pacing guides and personalized learning plans.

Requirements
Applicants must hold a bachelor's degree from an accredited university, have a minimum 2.5 overall GPA, and a 2.5 or higher GPA in the last 60 hours of coursework.

Learn More
Visit go.uta.edu/acp-teacher or contact acpteacher@uta.edu.

Apply Now



College of Education
ALTERNATIVE CERTIFICATION
PROGRAM FOR TEACHERS

East Texas A&M PRIDE PATHWAY



A&M-COMMERCE

Pride Pathway

\$1000 per term

Earn a BAAS in Organizational Leadership with teacher preparation emphasis through the Pride Pathway at A&M-Commerce.

- Fully Online
- 7-week Terms
- Core Curriculum: 42 Credit Hours
- Professional Development: 48 Credit Hours
- Applied Major: 30 Credit Hours
- Transfer up to *84 Credit Hours
- Financial Aid available for those who qualify via the Free Application for Federal Financial Aid (FAFSA)

*Transcribed college credit from other higher education institutions, WECM, and military credits accepted.

Flexible. Affordable. Online

Enroll Today, Teach Tomorrow

Applied Major Courses

- ORGL 3311 Foundations of Organizational Leadership
- ORGL 3321 Organizational Communication
- ORGL 3322 Organizational Ethics
- ORGL 3331 Data-Driven Decision Making*
- ORGL 3332 Organizational Theory
- ORGL 4341 Leadership Theory*
- ORGL 4342 Leading Diverse and Inclusive Teams
- ORGL 4352 Capstone I*
- ORGL 4361 Capstone II*

*Teacher Preparation Emphasis Courses

tamuc.edu/pridepathway

Southern Methodist University MEd and EdD Program



SMU
EDUCATION POLICY AND LEADERSHIP

SMU SIMMONS SCHOOL OF EDUCATION & HUMAN DEVELOPMENT INVITES YOU TO

CHANGE YOUR CAMPUS FOR GOOD.

JOIN OUR COMMUNITY OF VALUES-FIRST CAMPUS LEADERS.

The MEd in Educational Leadership Program is a **rigorous 30-hour degree program** designed to prepare educators for a variety of leadership positions in pre-K through grade-12 public, charter, private secular, and religious schools. The curriculum is designed in accordance with Texas principal certification requirements and national standards for principal preparation **within 12 months**.

The curriculum reflects both the **certification requirements** established by the state of Texas and is consistent with **national standards** and empirical evidence on **effective school leadership** knowledge and skills.

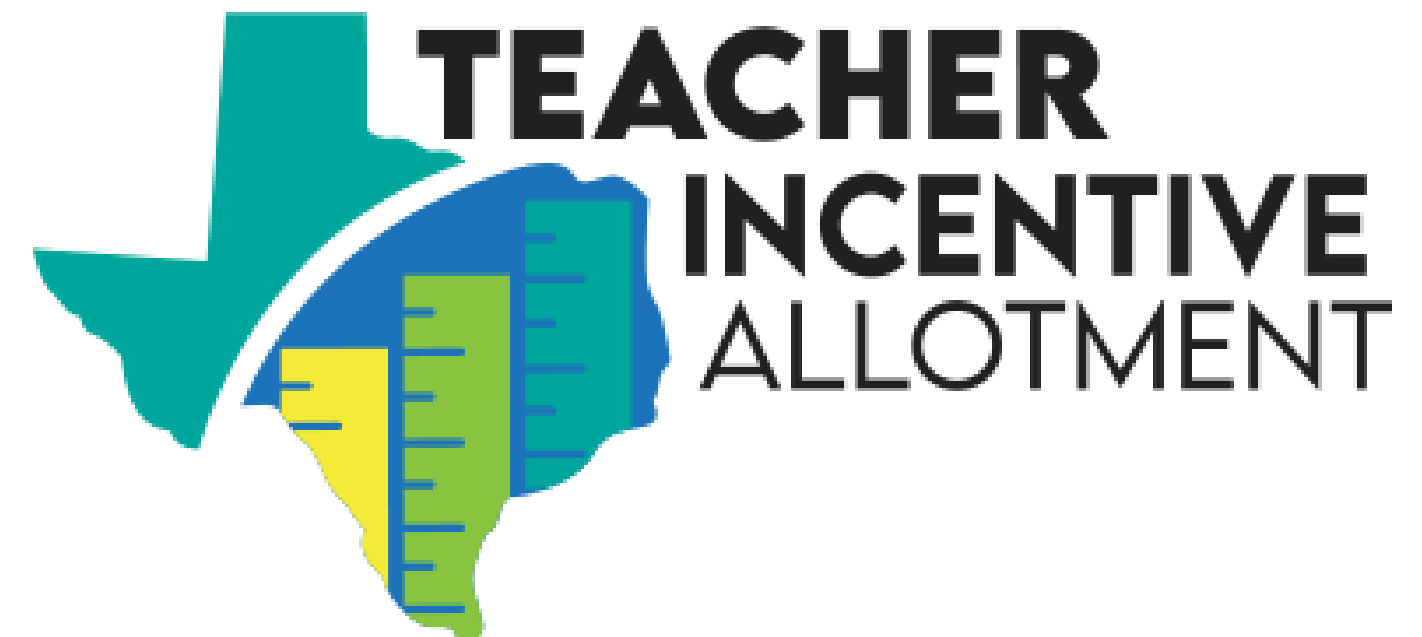
Have questions? Flip the page to read our FAQs, or [click here to visit our website](#).

Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn higher salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools

Recognize, Reward, Retain

GCISD TIA Committee was formed to determine if TIA would benefit our district.



Ways for Teachers to Earn a Designation



Local Designation System

- District Teachers are eligible to earn a Recognized, Exemplary or Master designation through a local designation system.
- Once a teacher earns an allotment, it is notated on their teaching certificate and is valid for 5 years.

GCISD Committee developed the local designation system for our district.



National Board Certification

- National Board Certified Teachers are eligible to earn a “Nationally Board Certified” designation. The allotment earned ranges from \$3,000 – \$9,000

GCISD Average TIA Designation Allotments 2024–2025



Allotment: \$3,608



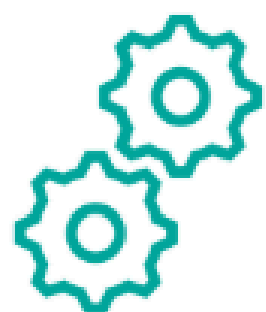
Allotment: \$7,216



Allotment: \$14,026

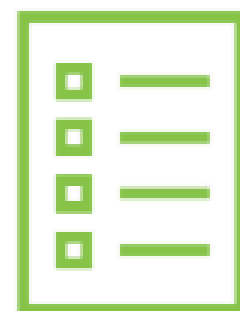
597 Districts across Texas are in the process or have completed the process of having their local designation system approved.

2024-2025 Application Timeline



Pre-Application 2023-2024

- System Development
- Stakeholder Engagement



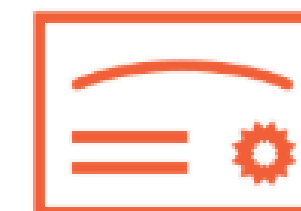
Year 1 2024-2025

- System Application (posts in January)
- Application due date: April 15, 2025



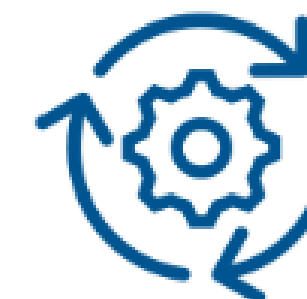
Year 2 2025-2026

- Capture Data based on accepted system for all teachers in eligible teaching assignments
- TIA Teacher Buy-In Survey (via TTU, in August)



Year 3 2026-2027

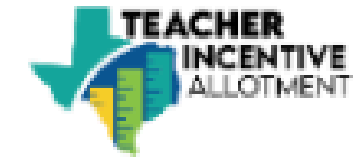
- Data Submission
- Full System Approval
- Designate & Compensate
- Expansion & Modifications
- TIA Annual Evaluation Survey
- Annual Program Submission



Post-Approval 2027-2031

- New or Higher Designations
- Expansion and Modifications
- Annual Program Submission
- TIA Annual Evaluation Survey
- Renewal in Year 4

District System Components



Rectangular Snip



Teacher Observation

Observation based on T-TESS or aligned rubric. District application must show evidence of calibration and data analysis.



Student Growth

Student growth measures determined by district. District application must show evidence of validity & reliability of development, administration, and scoring.



Spending Plan

Districts must spend at least 90% on teacher compensation for student-facing instructional roles and may reserve up to 10% for supporting the TIA system or in supporting teachers in earning a designation by 8/31 each year.



Optional Components

Districts may consider additional factors in make designations (e.g., mentoring other teachers, teacher leadership, family surveys, student surveys, etc.).

GCISD Local Designation System

Campuses Eligible Year 1:

Timberline Elem, Silver Lake Elem, Dove Elem, Bear Creek Elem, Cross Timbers MS, Grapevine MS

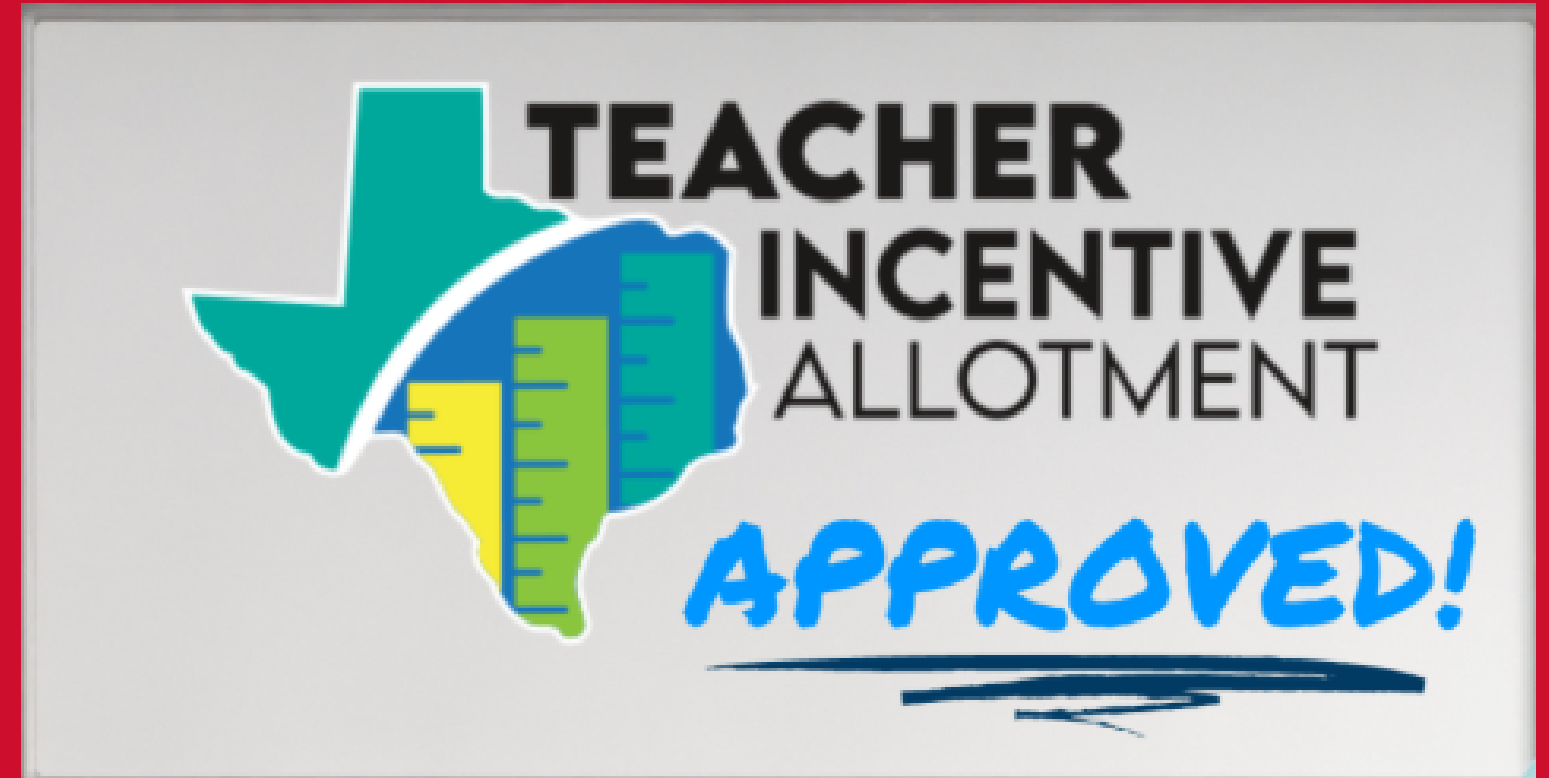
Teacher Observations: T-TESS which includes a plan for data analysis and calibration among appraisers.

Student Growth Measures: iReady Math and Reading K-8

Spending Plan: 90% of allotments received will be spent on designated teacher's pay and 10% will be used to help offset the cost of the iReady program

National Board Certification: All GCISD Teachers are Eligible

Expansion of the Program: The local designation system can be modified or expanded each year



Eligible Teaching Assignments Year 1:

Math K-8 and English Language Arts K-8 (General and Special Education)



Thank You