

**PRIORITY  
2**



**HIGH PERFORMING &  
ENGAGED WORKFORCE**



**Educate.**  
*Inspire.*  
**EMPOWER!**

# 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

**QUICK TIP:** To view the Balanced Scorecard at any time, visit: [g-pisd.org/BSC](https://g-pisd.org/BSC)

[g-pisd.org](https://g-pisd.org)

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



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# 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.

# Highlights

## PRIORITY 2

- ▶ Staff Recognition
- ▶ Employee Engagement Survey
- ▶ Job Fairs
- ▶ Long-Range Compensation Planning Committee
- ▶ Professional Development



# Staff Recognition

## ► Perfect Attendance:

- ☐ 1<sup>st</sup> Quarter 117
- ☐ 2<sup>nd</sup> Quarter 135
- ☐ 3<sup>rd</sup> Quarter 150
- ☐ 1<sup>st</sup> Semester: 45



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# Staff 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 – May12, 2025
447	1639



# Staff Recognition

## ► Service Award and Retiree Celebration



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# Employee Engagement Survey

STAFF SURVEY	
FAI 2024 586 Respondents	SPRING 2025 592 Respondents
71.9%	73.0%





GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT

# JOB FAIR



BE A PART OF SOMETHING *Wonderful*

4200 WILDCAT DRIVE, PORTLAND, TEXAS, 78374

**SATURDAY, APRIL 12, 2025**

9:00AM - 12:00PM



# Long-Range Compensation Planning Committee Meetings

Reviewed Prior Year Compensation Plan  
Highlighted State of the District  
Completed SWOT Analysis

November 19, 2024

Retention Stipend vs One Time Pay Increase  
Legislative Update  
Staffing Guidelines

May 14, 2025

January 30, 2025

Reviewed Survey Results  
Financial Forecast and Bond Election Update  
Overview of Employee and Related Benefits



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# Professional Development

New Employee Orientation

Learning Conference (C&I)

Empowering Educators (C&I)

Aspiring Leaders (School Leadership)

Roundtable Discussions (Business & Operations)

Team One

Principal's PLC

Exchange Day



# NEXT STEPS



**Event Evaluation: Debrief on strengths and areas to improve**



**Employee Engagement Survey**



**Legislative Updates**



**Staff Development**



**Exit Interview Survey**



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# PRIORITY 2



# HIGH PERFORMING & ENGAGED WORKFORCE

## OUR WHY



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*Thank you!*

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2**



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