Groesbeck Independent School District

District Improvement Plan

2023-2024

Mission Statement

The Mission of Groesbeck ISD is to ensure that every student achieves maximum potential.

Vision

The Vision of Groesbeck ISD is to be an EDUCATIONAL BEACON that exceeds the state's highest standards in all areas of education.

Motto

Every Kid a Winner!

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Groesbeck ISD is a rural 3A district in central Texas. The community consists of the towns of Groesbeck, Thornton, and Kosse and the surrounding area including ranch and farm land. Groesbeck ISD is one of the oldest school districts in Texas and is located near historic Ft. Parker. Groesbeck is home to a coal-based power plant, various small mining enterprises and manufacturing industries. The total assessed property value in the school district has decreased by 48% in the last 8 years.

Currently the district serves approximately 1567 students in grade pre-kindergarten - 12. Our enrollment has remained steady. Groesbeck ISD accept transfer students who meet attendance and discipline standards. Students are housed in four campuses: H.O. Whitehurst Elementary (PK - 3), Enge-Washington Intermediate School (4-6), Groesbeck Middle School (7-8), and Groesbeck High School (9-12) The student population is approximately 54% white; 29% Hispanic; 11% African American; 4% two or more races; and the remaining 1% American Indian, Asian, or Hawaiian/Pacific Islander. The majority of the students (63%) qualify for free or reduced meals. English learners comprise about 5% of the population, and about 13% of the students qualify for special education services. Our High School graduation rate is at 98%. Specific information about performance for students as a whole and specific sub-populations is included in the Academic Achievement section of this report. In an effort to save paper, those results will not be duplicated in this section.

Groesbeck ISD employees 279 individuals of which 114 are teachers and 8 are campus based administrators. Teachers and administrators do meet state certification requirements. 60% of the teachers have 10 or more years of experience. Each campus is also served by at least one licensed school counselor and/or social worker. The district is governed by an elected 7-member Board of Trustees.

Demographics Strengths

Groesbeck ISD is funded 77% from local taxes and 22% by State revenue. Another strength is the low crime rate within the ISD compared to the adjacent ISDs. GISD supports a diverse group of students.

Problem Statements Identifying Demographics Needs

Problem Statement 1: The district is over 528 sq miles, creating a challenge when reaching parents and providing transportation. **Root Cause:** GISD incorporated Thorton ISD and Kosse ISD decades ago.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Local Accountability Systems (LAS) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- SAT and/or ACT assessment data
- PSAT
- ASPIRE
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Prekindergarten Self-Assessment Tool

- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results
- Other additional data

Goals

Revised/Approved: August 14, 2023

Goal 1: The District's cumulative "meets" grade level score on the STAAR test will increase from 41% to 52% by 2027.

Baseline: 2022 - 41%
2023 - 43%
2024 - 46%
2025** - 48%
2026* - 50%
2027* - 52%

*2019 STAAR State: 50%
**2019 STAAR Region 12: 45%
**2019 STAAR Region 10: 53%

Performance Objective 1: Develop and implement a Campus 5-year goal with strategies for each STAAR test using comparison groups and Region 12 standards, aligning with district goals.

> **High Priority**
>
> **HB3 Goal**

Strategy 1 Details	Reviews		
Strategy 1: T-TESS goals for student growth aligned with STAAR percentages for both campus and district improvement plans.	Formative		Summative
	Nov	Dec	Apr
Strategy's Expected Result/Impact: Campus Improvement Plans support strategy. All certified staff have approved student growth goals in STRIVE. **Staff Responsible for Monitoring:** Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	50%	75%	

Strategy 2 Details	Reviews		
Strategy 2: Provide and implement a rigorous, viable curriculum at all grade levels	Formative		Summative
Strategy's Expected Result/Impact: Teacher lessons plans will reflect the use of district adopted curriculum, show differentiation, include data on Scope and Sequence, and review essential skill for student to achieve.	Nov	Dec	Apr
Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	70%	75%	

Strategy 3 Details	Reviews		
Strategy 3: Implementation of intervention resources to target all students (ex: iReady).	Formative		Summative
Strategy's Expected Result/Impact: Increase in STAAR growth measures.	Nov	Dec	Apr
Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	50%	75%	

Strategy 4 Details	Reviews		
Strategy 4: Monitor progress throughout the year by analyzing standards based data provided through assessments	Formative		Summative
Strategy's Expected Result/Impact: Data collection of Unit Assessments, Team data meetings, lesson plans reflect reteaching, remediation	Nov	Dec	Apr
Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent	70%	70%	

Strategy 5 Details	Reviews		
Strategy 5: Identify English Language Proficiency subpopulation and monitor student progress to ensure CLOSING THE GAP score will receive 10 points	Formative		Summative
	Nov	Dec	Apr
Staff Responsible for Monitoring: Dir Student Populations, EL coordinator, campus principals, curriculum dir, Supt	25%	35%	

Strategy 6 Details	Reviews		
Strategy 6: Bi monthly curriculum director mtgs and bi-monthly 1:1 principal meetings to review STAAR and UNIT Exam benchmarking.	Formative		Summative
Strategy's Expected Result/Impact: Continued focus on results and attainment of the district goal. Also, thatthe unit exam data is consistent with STAAR results.	Nov	Dec	Apr
Staff Responsible for Monitoring: supt, curriculum dior, principals	70%	70%	

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

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**2019 STAAR Region 10: 53%

Performance Objective 2: Identify and actively promote core values of the district.

> **High Priority**

> **HB3 Goal**

Strategy 1 Details			Reviews		
Strategy 1: Create and promote profile of an educator			**Formative**		**Summative**
Strategy's Expected Result/Impact: Staff focus on core business of teaching with communication, collaboration, professionalism in order to ensure students grow one year+			**Nov**	**Dec**	**Apr**
Staff Responsible for Monitoring: Classroom Teachers, Campus Principal, Curriculum Director, Superintendent					

Strategy 2 Details			Reviews		
Strategy 2: Develop and implement a comprehensive safety and security plan dealing with issues such as mental health for students and staff. Plans to include TxSCC requirements for audit, SCC Committee meetings to collaborate with law enforcement, Parent University, Children Telehealth, etc.			**Formative**		**Summative**
			Nov	**Dec**	**Apr**
Strategy's Expected Result/Impact: Updated state required documentation re: school safety and mental health. **Staff Responsible for Monitoring:** Campus Principal, Curriculum Director, Superintendent			70%	70%	

Strategy 3 Details		Reviews		
Strategy 3: Develop and promote the profile of a learner		Formative		Summative
Strategy's Expected Result/Impact: Students who are not from GISD will quickly integrate into GISD programs and culture. Reduced discipline records and higher student achievement from new students. **Staff Responsible for Monitoring:** Campus Principals, Counselors, Nurse		Nov	Dec	Apr

Strategy 4 Details		Reviews		
Strategy 4: Ensure that all extra curricular and co-curricular programs are of the highest quality and meet the interests of all students by student interest surveys, celebrations, activities, and programs		Formative		Summative
Strategy's Expected Result/Impact: Increase in student participation and increase in attendance rates **Staff Responsible for Monitoring:** Campus Principals, Counselors		Nov	Dec	Apr
		20%	25%	

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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**2019 STAAR Region 10: 53%

Performance Objective 3: Targeted and specific professional development plan aligned to individual T-TESS/T-PESS goals

   High Priority

   HB3 Goal

Strategy 1 Details		Reviews	
Strategy 1: Professional development aligned with teachers individual T-TESS professional growth goals.		**Formative**	**Summative**
Strategy's Expected Result/Impact: Professional growth goal reflected within lesson plans and instruction. Goals and artifacts tracked within STRIVE. **Staff Responsible for Monitoring:** Classroom teachers, Administration, Curriculum Director, Superintendent	**Nov**	**Dec**	**Apr**
	35%	55%	

Strategy 2 Details		Reviews	
Strategy 2: Implement book studies at the staff and administrator level in order to better support students.		**Formative**	**Summative**
Strategy's Expected Result/Impact: Campus aligned initiative's. T-PESS goals aligned **Staff Responsible for Monitoring:** Administrators, Curriculum Director, Superintendent	**Nov**	**Dec**	**Apr**

Strategy 3 Details	Reviews		
Strategy 3: Ensure staff are properly trained in the skills needed to fully utilize all technologies and resources available to them.	Formative		Summative
Strategy's Expected Result/Impact: Teacher Academy Schedule. Onboarding schedule. Clear form of communication for help needed **Staff Responsible for Monitoring:** Administrators, Curriculum Director, Superintendent	Nov	Dec	Apr
	30%	40%	

Strategy 4 Details	Reviews		
Strategy 4: UbD style lesson/testing formats for teachers is the GISD expectation on STAAR subjects	Formative		Summative
Strategy's Expected Result/Impact: Unit exams results will coorelate with and predict accurately with STAAR performance. **Staff Responsible for Monitoring:** principals, supt, curr dir	Nov	Dec	Apr
	60%	60%	

Strategy 5 Details	Reviews		
Strategy 5: PD calendar reflexs district growth needs and planning with the exect team on the agenda for the PD days.	Formative		Summative
Strategy's Expected Result/Impact: Using PD days to fill in teacher instructional gaps **Staff Responsible for Monitoring:** executive team	Nov	Dec	Apr
	50%	50%	

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: The District's cumulative Percent in Attendance will increase from 93.1% to 96.0% by 2027.

Baseline: 2022 - 93.1%
2023 - 94.0%
2024 - 94.5%
2025 - 95.0%
2026 - 95.6%
2027 - 96.0%

Performance Objective 1: Create clear and uniformed communication to all stakeholders regarding attendance

    High Priority

    HB3 Goal

Strategy 1 Details		Reviews		
Strategy 1: Set a realistic 5 year attendance goal for the district and a unique individual campus goal that supports the district goal.		**Formative**		**Summative**
Staff Responsible for Monitoring: Board, Supt, PEIMS,		Nov	Dec	Apr
		100%	100%	
Strategy 2 Details		**Reviews**		
Strategy 2: Publish newsletters which promotes and explains attendance accountability, going over attendance policy, and setting clear and consistent expectations.		**Formative**		**Summative**
Staff Responsible for Monitoring: Supt, Principals		Nov	Dec	Apr
		70%	75%	
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

Goal 2: The District's cumulative Percent in Attendance will increase from 93.1% to 96.0% by 2027.

Baseline: 2022 - 93.1%
2023 - 94.0%
2024 - 94.5%
2025 - 95.0%
2026 - 95.6%
2027 - 96.0%

Performance Objective 2: Create a clear and uniformed documentation and analysis of student absences

> **High Priority**

> **HB3 Goal**

Strategy 1 Details			Reviews		
Strategy 1: Provide campus attendance reports weekly to track progress of Goal			Formative		Summative
Staff Responsible for Monitoring: PEIMS, Supt, principals			Nov	Dec	Apr
			60%	60%	

Strategy 2 Details			Reviews		
Strategy 2: Create and enforce a school-wide attendance plan where attendance is taken and submitted appropriately daily.			Formative		Summative
Staff Responsible for Monitoring: PEIMS, Attendance clerks, campus leadership			Nov	Dec	Apr
			100%	100%	

Strategy 3 Details			Reviews		
Strategy 3: Establish collaborative meetings with Assistant Principals and campus Principals.			Formative		Summative
Strategy's Expected Result/Impact: Establish school self assessments, defined roles and responsibilities, and tips for effective attendance monitoring and supports			Nov	Dec	Apr
Staff Responsible for Monitoring: APs, Supt, PEIMS, Principals			75%	75%	

Strategy 4 Details	Reviews		

Strategy 4: Establish positive relationship with Attendance Judge by providing clear and consistent documentation and communication from each campus.
    Strategy's Expected Result/Impact: Judge supports fining and/or penalizing families who consistently have poor attendance.
    Staff Responsible for Monitoring: APs, Supt, PEIMS, Principals
	Formative		Summative

	Nov	Dec	Apr
	80%	85%	

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: The District's cumulative Percent in Attendance will increase from 93.1% to 96.0% by 2027.

Baseline: 2022 - 93.1%
2023 - 94.0%
2024 - 94.5%
2025 - 95.0%
2026 - 95.6%
2027 - 96.0%

Performance Objective 3: Increase campus and district PBIS systems for student absences

    High Priority

    HB3 Goal

Strategy 1 Details		Reviews		
Strategy 1: Create a goal attainment bonus for campuses within district budget for when campuses exceed their attendance goal		Formative		Summative
Strategy's Expected Result/Impact: Students and staff see that attendance is positively rewarded and continue to increase attendance rate **Staff Responsible for Monitoring:** supt, business Mgr, accounting, principals		Nov	Dec	Apr
		80%	85%	

Strategy 2 Details		Reviews		
Strategy 2: Require special meetings with campus leadership team when the campus is below the targeted individual campus goal		Formative		Summative
Strategy's Expected Result/Impact: Updated CIP with amended strategies **Staff Responsible for Monitoring:** campus leadership, PEIMS, supt		Nov	Dec	Apr
		50%	60%	

Strategy 3 Details		Reviews		
Strategy 3: Require all campuses to create and actively promote a campus and teacher PBIS attendance system(s, requiring the use of all tiers in the PBIS pyramid		Formative		Summative
		Nov	Dec	Apr
Strategy's Expected Result/Impact: Reduced negative behaviors resulting in OSS and increased campus overall attendance **Staff Responsible for Monitoring:** supt, campus principals		10%	30%	

Strategy 4 Details	Reviews		
Strategy 4: Increase active participation in spirit week events and have a more unified district concept.	Formative		Summative
Strategy's Expected Result/Impact: Incfease attendance **Staff Responsible for Monitoring:** campus admin	Nov	Dec	Apr
	65%	70%	

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: The District's cumulative Percent in Attendance will increase from 93.1% to 96.0% by 2027.

Baseline: 2022 - 93.1%
2023 - 94.0%
2024 - 94.5%
2025 - 95.0%
2026 - 95.6%
2027 - 96.0%

Performance Objective 4: Increase health of Staff and Students

 High Priority

 HB3 Goal

Strategy 1 Details			Reviews		
Strategy 1: Increase participation of Staff Flu Clinic days			**Formative**		**Summative**
Staff Responsible for Monitoring: district nurse			Nov	Dec	Apr
			70%	70%	
Strategy 2 Details			**Reviews**		
Strategy 2: Establish district-wide cleaning and sanitizing system during flu and covid peaks.			**Formative**		**Summative**
Strategy's Expected Result/Impact: increased/stable attendance			Nov	Dec	Apr
Staff Responsible for Monitoring: Dir of Maint, supt, campus principals			50%	65%	
0% No Progress	100% Accomplished	Continue/Modify	Discontinue		

Goal 3: The District's cumulative fund balance will increase from 2 months to 3.3 months by 2027.

Baseline: 2022 - 2 months
Target 2023 - 2.3 months
2024 - 2.6 months
2025 - 2.9 months
2026 - 3.1 months
2027 - 3.3 months

Performance Objective 1: Pass VATRE in November election

    High Priority

    HB3 Goal

Strategy 1 Details		Reviews		
Strategy 1: Send postcards to each registered voter explaining need for VATRE favorably outcome for the district.		**Formative**		**Summative**
Strategy's Expected Result/Impact: Pass the VATRE in November 20223 **Staff Responsible for Monitoring:** exec asst, supt, accounts payable		**Nov**	**Dec**	**Apr**
		100%	100%	
Strategy 2 Details		**Reviews**		
Strategy 2: Host 12 or more community information meetings throughout the district regarding the VATRE to include a board member at each.		**Formative**		**Summative**
Strategy's Expected Result/Impact: Pass the VATRE in November 20223 **Staff Responsible for Monitoring:** Board, supt, business Mgr, exec assistant		**Nov**	**Dec**	**Apr**
		100%	100%	
Strategy 3 Details		**Reviews**		
Strategy 3: Communicate in social media, website, and local paper clear message regarding the importance of the VATRE.		**Formative**		**Summative**
Strategy's Expected Result/Impact: Pass the VATRE in November 20223 **Staff Responsible for Monitoring:** Supt, Exec Asst.		**Nov**	**Dec**	**Apr**
		90%	100%	

Strategy 4 Details	Reviews		
Strategy 4: Meet with business owners and place information at their locations	Formative		Summative
Strategy's Expected Result/Impact: pass VATRE **Staff Responsible for Monitoring:** Supt, business mngr	Nov	Dec	Apr
	80%	100%	

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 3: The District's cumulative fund balance will increase from 2 months to 3.3 months by 2027.

Baseline: 2022 - 2 months
Target 2023 - 2.3 months
2024 - 2.6 months
2025 - 2.9 months
2026 - 3.1 months
2027 - 3.3 months

Performance Objective 2: Set and approve district budget in August and maintain a positive expenditure over revenue balance sheet

High Priority

HB3 Goal

Evaluation Data Sources: Ascender financials, TXPool account, bank balance, Audit Report, CD depository

Strategy 1 Details		Reviews		
Strategy 1: Bi-Monthly meetings with Business Mgr to review cash flow and make budget reduction measures in necessary		**Formative**		**Summative**
Strategy's Expected Result/Impact: Positive cash-flow and not relying on district fund balance		**Nov**	**Dec**	**Apr**
Staff Responsible for Monitoring: supt, business manager		50%	80%	
	0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

Goal 3: The District's cumulative fund balance will increase from 2 months to 3.3 months by 2027.

Baseline: 2022 - 2 months
Target 2023 - 2.3 months
2024 - 2.6 months
2025 - 2.9 months
2026 - 3.1 months
2027 - 3.3 months

Performance Objective 3: Conduct Energy Savings cost analysis and implement energy savings techniques in order to reduce district utility costs by 25%-35%

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** electric and gas utility bills

Strategy 1 Details	Reviews		
Strategy 1: Reach out to 3rd party energy savings providers to determine a district-wide automation system provider	**Formative**		**Summative**
Staff Responsible for Monitoring: maintenance Dir, supt, accounting dept	Nov	Dec	Apr
	80%	100%	

Strategy 2 Details	Reviews		
Strategy 2: Replace the H.O. Whitehurst existing thermostats with new controllers and integrate into district-wide automation system	**Formative**		**Summative**
Strategy's Expected Result/Impact: Control set points so to optimize energy savings	Nov	Dec	Apr
Staff Responsible for Monitoring: maintenance Dir, supt, accounting dept			
	100%	100%	

Strategy 3 Details	Reviews		
Strategy 3: Establish and promote the policy for electric devices stored in classrooms such as microwaves and mini-fridges. Stickers will be placed on devices to ensure compliance.	**Formative**		**Summative**
Strategy's Expected Result/Impact: Confirmation that utility costs will not increase from last year.	Nov	Dec	Apr
Staff Responsible for Monitoring: maintenance Dir, supt, accounting dept			
	70%	70%	

Strategy 4 Details	Reviews		
Strategy 4: Create campaign to have teachers "unplug" when school is not in session for 4+ days in a row.	Formative		**Summative**
Strategy's Expected Result/Impact: Confirmation that utility costs will not increase from last year.	Nov	Dec	Apr
Staff Responsible for Monitoring: maintenance Dir, supt, accounting dept	40%	75%	

Strategy 5 Details	Reviews		
Strategy 5: Only use projectors for instructional and turn off projectors when not in instructional use	Formative		**Summative**
Strategy's Expected Result/Impact: Campus leadership to ensure	Nov	Dec	Apr
Staff Responsible for Monitoring: campus leadership	80%	80%	

Strategy 6 Details	Reviews		
Strategy 6: Establish UNPLUG campaign for staff to unplug classrooms during holidays	Formative		**Summative**
Strategy's Expected Result/Impact: reduced electric costs	Nov	Dec	Apr
Staff Responsible for Monitoring: Ideal Impact rep, campus principals	40%	75%	

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 3: The District's cumulative fund balance will increase from 2 months to 3.3 months by 2027.

Baseline: 2022 - 2 months
Target 2023 - 2.3 months
2024 - 2.6 months
2025 - 2.9 months
2026 - 3.1 months
2027 - 3.3 months

Performance Objective 4: Adjust campus budgets (staffing or supplies) when reviewing Expenditures vs Revenues

High Priority

HB3 Goal

Evaluation Data Sources: ADA, attendance rates

Strategy 1 Details		Reviews		
Strategy 1: Reduce dept/campus budgets (staffing or supplies) when ADA projections are not met		**Formative**		**Summative**
Strategy's Expected Result/Impact: Maintain a balanced budget		**Nov**	**Dec**	**Apr**
Staff Responsible for Monitoring: Supt, business Mgr, campus leadership, account dept, PEIMS		55%	55%	
Strategy 2 Details		Reviews		
Strategy 2: Increase Dept/Campus budgets (staffing or supplies) when ADA projections are met		**Formative**		**Summative**
Strategy's Expected Result/Impact: Maintain a balanced budget		**Nov**	**Dec**	**Apr**
Staff Responsible for Monitoring: Supt, business Mgr, campus leadership, account dept, PEIMS				
0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue	

Goal 4: GISD will implement safeguard measures for campuses and will promote strong moral standards for students.

Performance Objective 1: Address and Communicate that dating violence will not be tolerated in any form, including: physical emotional, and/or sexual.

Strategy 1 Details		Reviews		
Strategy 1: All parents and students should be able to use the anonymous alerts system on our website/phone app.		**Formative**		**Summative**
Staff Responsible for Monitoring: Counselors, Exec Asst., APs/Principals		**Nov**	**Dec**	**Apr**
		70%	85%	

Strategy 2 Details		Reviews		
Strategy 2: All parents and students should be encouraged to reach out to trusted adults like parents, teachers, school counselors, youth advisors, or health care providers. They can also seek confidential counsel and advice from professionally trained adults and peers.		**Formative**		**Summative**
		Nov	**Dec**	**Apr**
Strategy's Expected Result/Impact: The National Domestic Violence Hot-line 1.800.799.SAFE (7233) or 1-800-787-3224 (TTY) The National Centers for Victims of Crime (NCVC) 1-800-FYI-CALL The National Dating Abuse Helpline 1-866-331-9474 Break the Cycle: https://breakthecycle.org/ Love is Respect: https://www.loveisrespect.org/		50%	65%	

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

Goal 4: GISD will implement safeguard measures for campuses and will promote strong moral standards for students.

Performance Objective 2: Establish and communicate guidelines for students who are victims.

| Strategy 1 Details		Reviews		
Strategy 1: Allow persons affected by harassment to report the harassment in more than one location to protect confidentiality and ensure impartiality. A good practice is for every building to have at least one person who has expertise in harassment issues to handle complaints of harassment. Encourage individuals of diverse backgrounds and both sexes to serve as complaint managers. Provide a simple form to minimize the need for lengthy written complaints, to focus attention on the critical elements, and to simplify periodic compilation of harassment incident reports.		**Formative**		**Summative**
		Nov	**Dec**	**Apr**
		65%	65%	
Strategy 2 Details		Reviews		
Strategy 2: Encourage students and parents to notify the district when harassment occurs, Provide knowledgeable staff responses to reports of harassment, and Require employees to report harassment and to intervene to stop it Strategy's Expected Result/Impact: https://www2.ed.gov/offices/OCR/archives/Harassment/incidents1.html		**Formative**		**Summative**
		Nov	**Dec**	**Apr**
			60%	

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 4: GISD will implement safeguard measures for campuses and will promote strong moral standards for students.

Performance Objective 3: GISD will ensure that campuses make available to students age-appropriate educational materials on the dangers of dating violence and resources for students seeking help

Strategy 1 Details		Reviews		
Strategy 1: Campuses will provide educational materials that address Risk Factors for Teen Dating Violence Victimization and Risk Factors for Teen Dating Violence Perpetration		**Formative**		**Summative**
		Nov	**Dec**	**Apr**
Strategy's Expected Result/Impact: Findings suggest that the frequency and severity of teen dating violence increases with age. There are also risk factors that contribute to the likelihood of a teen becoming a perpetrator of dating violence. Many of these are developmentally normal in youth, such as little to no relationship experience, vulnerability to peer pressure, and unsophisticated communication skills. Reduce occurrences of dating violence **Staff Responsible for Monitoring:** Counselors and Campus Admin				

Strategy 2 Details		Reviews		
Strategy 2: Campuses will work with programs who challenge dating violence. Examples of Teen Dating Violence Prevention Programs: The Safe Dates Project, Break the Cycle's Ending Violence Curriculum, The 4th R, The Youth Relationships Project, and/or Shifting Boundaries.		**Formative**		**Summative**
		Nov	**Dec**	**Apr**
Strategy's Expected Result/Impact: Reduce occurrences of dating violence **Staff Responsible for Monitoring:** Counselors and Campus Admin				

Strategy 3 Details		Reviews		
Strategy 3: Engage community and enhance public safety with tip411: https://home.tip411.com/		**Formative**		**Summative**
		Nov	**Dec**	**Apr**
Strategy's Expected Result/Impact: 2-way anonymous tips submitted by the public through text via a custom keyword, over email, weblinks and through your social media sites. **Staff Responsible for Monitoring:** supt, campus principals, counselors				

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 4: GISD will implement safeguard measures for campuses and will promote strong moral standards for students.

Performance Objective 4: GISD will provide a safe learning environment for all students, including, but not limited to bullying, cyberbullying, hazing, verbal harassment and/or physical harassment.

Strategy 1 Details		Reviews		
Strategy 1: GISD will provide student conduct/character development sessions from the Counselor, including those listed on Parent University sessions. **Staff Responsible for Monitoring:** Counselors, Supt, Campus leadership		**Formative**		**Summative**
		Nov	Dec	Apr
		40%	65%	

Strategy 2 Details		Reviews		
Strategy 2: Title IV funds will be used to support well rounded education opportunities, safe and healthy students, and effective use of technology in regards to overall school safety.		**Formative**		**Summative**
		Nov	Dec	Apr
		25%	25%	

Strategy 3 Details		Reviews		

Strategy 3: Increase training of GoGuardian computer monitoring system
    Strategy's Expected Result/Impact: safe websites used and reduced harassment
    Staff Responsible for Monitoring: Tech dept, campus principals
		Formative		**Summative**

		Nov	Dec	Apr
			55%	

Strategy 4 Details		Reviews		

Strategy 4: Develop and increase parent/community participation of the Parent University program
    Strategy's Expected Result/Impact: parent involvement to help monitor and identify students in crisis
    Staff Responsible for Monitoring: supt, campus principals, counselors
		Formative		**Summative**

		Nov	Dec	Apr
		35%	40%	

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: GISD will implement safeguard measures for campuses and will promote strong moral standards for students.

Performance Objective 5: DAEP services shall share responsiblity for the academic performance of the DAEP student. [TAC 19 103.1201(b)].

High Priority

HB3 Goal

Evaluation Data Sources: 1. Student groups served, including over-representation of students from economically disadvantaged families, ethnic and racial representations, and with a disability who receive special education and limited English proficiency services
2. Attendance rates
3. Pre- and post-assessment results
4. Dropout rates
5. Graduation rates
6. Recidivism rates

Strategy 1 Details	Reviews		
Strategy 1: Create DAEP uniform procedure guide	**Formative**		**Summative**
Staff Responsible for Monitoring: supt, dir of student services	**Nov**	**Dec**	**Apr**
	60%	65%	
Strategy 2 Details	**Reviews**		
Strategy 2: Establish a Director over DAEP	**Formative**		**Summative**
Strategy's Expected Result/Impact: Coordinate information and unify attendance, discipline, and academic progression while in DAEP.	**Nov**	**Dec**	**Apr**
Staff Responsible for Monitoring: Supt, Director of Student Services	100%	100%	
Strategy 3 Details	**Reviews**		
Strategy 3: Review and update online resources for DAEP students	**Formative**		**Summative**
Staff Responsible for Monitoring: Curric Director, Supt, Dir of Student Services	**Nov**	**Dec**	**Apr**
	100%	100%	

Strategy 4 Details		Reviews		
Strategy 4: Train DAEP staff on Crane-Reynolds System for managing DAEP program		Formative		Summative
Strategy's Expected Result/Impact: Lower emotional eruptions, stronger student academic performance		Nov	Dec	Apr
Staff Responsible for Monitoring: Supt, Dir over DAEP, DAEP staff, HS principal (for scheduling purposes)		100%	100%	

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue