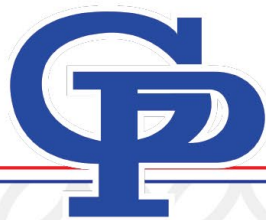


# PRIORITY 2



# HIGH PERFORMING & ENGAGED WORKFORCE

September 22, 2025 | Report to the G-PISD Board of Trustees



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# Balanced Scorecard (BSC)

**MISSION:** The mission of GPISD 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](http://g-pisd.org)



[gpisdwildcats](https://www.facebook.com/gpisdwildcats)



[@GPISD1](https://twitter.com/GPISD1)



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# Priority 2 Report

September 22, 2025

- ▶ Celebrations
- ▶ Balanced Scorecard: Goals 2.1-2.2
- ▶ Prior Year Data
- ▶ Key Strategic Action(s)
- ▶ Current Progress/Data
- ▶ Next Steps



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# PRIORITY 2

# HIGH PERFORMING & ENGAGED WORKFORCE



# Celebrations



**GREGORY-PORTLAND ISD**  
**G-PISD STAFF RAISES**

<p><b>BEGINNING TEACHER SALARY</b> <b>\$63,000</b></p>	<p><b>1% INCREASE</b> FROM THE MIDPOINT EMPLOYEES</p>
<p><b>\$2,500</b> <b>ONE-TIME PAY INCREASE</b> FOR ALL EMPLOYEES</p>	<p><b>BETWEEN \$2,000-\$5,500 INCREASE</b> FOR TEACHERS</p>
<p><b>ADDITIONAL \$900 HEALTH INSURANCE CONTRIBUTION</b></p>	

**COMPENSATION PLAN**  
Effective 2025 - 2026 School Year

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

# Priority 2

## GOALS



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**PRIORITY  
2**



**HIGH PERFORMING &  
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 2

## GOALS



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**PRIORITY  
2**



**HIGH PERFORMING &  
ENGAGED WORKFORCE**

2.1 - Annually increase the percentage of STAFF SATISFACTION.

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

# Key Strategic Actions

"Continuous  
Improvement Actions"

## Balanced scorecard: Goal 2.1

- ▶ Uphold and promote recognition and appreciation initiatives (e.g. PAWSitive Praise, Perfect Attendance, Etc.)
- ▶ Develop a "health and wellness" program to cultivate a positive learner centered culture

**PRIORITY  
2**



**HIGH PERFORMING &  
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# Prior-Year Data

"Where we were ..."

## ➤ Measurement: PAWSitive Praise Submissions

For G-P Employees: Submitted by Students, Employees, Family Members, Community Members & others

PAWSitive Praise Submissions		
2023-2024	2024-2025	2025-2026
447	1,707	355



PRIORITY  
2



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"Where we are ..."

# Current Progress/Data

- ▶ 100% of classrooms filled with Certified Teachers
- ▶ Employee Recognition (PAWSitive Praise, Perfect Attendance, Employee of the Month)
- ▶ Investment in our Special Education Program (Staffing Review, Additional FTE's)
- ▶ Increase in our Health Insurance Contribution (\$325 to \$400 a month)



PRIORITY  
2



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# Priority 2

## GOALS




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PRIORITY  
2



HIGH PERFORMING &  
ENGAGED WORKFORCE

2.1 - Annually increase the percentage of STAFF SATISFACTION.



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

# Key Strategic Actions

"Continuous  
Improvement Actions"

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

PRIORITY  
2



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# Prior-Year Data

"Where we are ..."

## ► Measurement:

### Texas Academic Performance Report (TAPR)

STAFF INFORMATION Turnover Rate for Teachers			
2022-2023 School Year		2023-2024 School Year	
District	State	District	State
14.9%	21.4%	12.1%	19.1%





# Prior-Year Data

"Where we were ..."

## ➤ Measurement: District Engagement Surveys

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

PRIORITY  
2



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# Prior-Year Data

"Where we were ..."

## ► Exit Survey Data:

Exit Survey	
2024-2025 52 Respondents	Responded Excellent/Good
61%	82%

PRIORITY  
2



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# Current Progress/Data

"Where we are ..."

- ▶ Professional Development Opportunities
  - Summer Learning
  - New Employee Orientation
  - Learning Conference
  - Eduhero
  - Team One Leadership
  - Principal's PLC
  - Business-Finance & Operations Roundtable
  - District and Campus Professional Learning Days

Exchange Day April 6, 2026

PRIORITY  
2



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# Current Progress/Data

"Where we are ..."

- ▶ **Employee Engagement Survey**
  - Spring 2025 Results shared with District Leaders (Leadership Collaborative in June)
  - Campuses/Departments developed Key Strategic Actions to strengthen their BSC Goals
  - As a Cabinet we have reviewed Survey Feedback

**PRIORITY  
2**



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# Next Steps

"Where we are going!"

- ▶ Long Range Compensation Planning with Stakeholder Committee: Stakeholder committee meeting will start in November 2025
- ▶ Employee Recognition
- ▶ Professional Development
- ▶ Employee Health and Wellness Program
- ▶ Increase Exit Survey Respondents
- ▶ Recruitment Efforts: Tell our Story, Job Fairs
- ▶ Employee Engagement Survey: Spring 2026

PRIORITY  
2



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*Thank you!*

**PRIORITY  
2**



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