

Granbury Independent School District
District Improvement Plan
2015-2016



Mission Statement

Our mission, in collaboration with unique partnerships, is to provide a rigorous academic curriculum along with enriching and individualized opportunities empowering every student to compete in an ever-changing world.

Vision

All students are equipped with skills to be inspired, contributing citizens excelling in any chosen endeavor within a dynamic global society.

Core Beliefs

- We believe students' futures are impacted by access to and use of opportunities to foster their unique capabilities and interests.
- We believe partnerships between parents, students, teachers, and the community are vital to the success of our school system.
- We believe cultivating positive relationships is essential for successful learning.
- We believe adaptable students who are life-long learners will be empowered to shape their world.
- We believe providing an optimal environment enables each student to discover his or her full learning potential.

Granbury ISD Comprehensive Needs Assessment

2015-2016

Vision: All students are equipped with skills to be inspired, contributing citizens excelling in any chosen endeavor within a dynamic global society.

Beliefs:

We believe students' futures are impacted by access to and use of opportunities to foster their unique capabilities and interests.

We believe partnerships between parents, students, teachers, and the community are vital to the success of our school system.

We believe cultivating positive relationships is essential for successful learning.

We believe adaptable students who are life-long learners will be empowered to shape their world.

We believe providing an optimal environment enables each student to discover his or her full learning potential.

Mission: Our mission, in collaboration with unique partnerships, is to provide a rigorous academic curriculum along with enriching and individualized opportunities empowering every student to compete in an ever-changing world.

Objectives:

- Beginning in 2013-2014, every student will participate in a community service project of their choosing each year.
- By 2016, Granbury ISD will have the technology infrastructure required to provide 100% of our learners access to the technology tools necessary to compete in an ever-changing world.
- All students will plan, monitor, and assess their own individualized academic goals.
- In order to enhance academic rigor, project-based learning will be implemented on all campuses (K-12) to enhance critical thinking, problem-solving, and communication in an optimal environment.

District Profile: For the 2015-16 school year, Granbury ISD has a total of 6950 students which is a growth of 100 students as compared to last year in September. The ethnic make-up of those students was:

- White 73%
- Hispanic/Latino 23%
- Multi-Racial 1.6%
- Black/African-American <1%
- Asian <1%
- American Indian/Alaskan Native <1%
- Native Hawaiian <1%

These percentages are comparable to 2014-15. The white population decreased by 1% and the Hispanic/Latino grew by 1%. For the 2014-15 school year (most current data), the district's free/reduced percentage is 49.5%. In real numbers, 3401 of our students are considered in poverty. The following data shows the order of campuses in priority ranking in regards to poverty levels:

- Baccus Elementary 78%
- Brawner Intermediate 68.3%
- Roberson Elementary 63%
- Granbury Middle 59%
- Mambrino School 51.4%
- Oakwoods Elementary 45%
- Acton Elementary 45%
- Crossland 39.3%
- Granbury High School 37.4%
- Acton Middle 36%

Some major data points reviewed were TAIS, TAPR, PBM, PEIMS, TELL, Common Assessments, Surveys, DAC committee input.

District Needs: GISD is continuing the strategic plan goals outlined during the process in 2012-13 entitled G2020. A District Advisory Council meeting was held on April 30, 2015 and then again on October 8, 2015. According to the data and documents reviewed, GISD has determined seven major areas of concern to be addressed for the 2015-16 school year. These items are:

- Focus at Tier I and access to the general education curriculum for all sub pops
- Specific focus for the sub groups of Sped and ELL students in all content areas
- Writing performance for all levels
- Reading performance for all sub pops in grades 3-8

- Focus on the Phase In standards for STAAR
- Increase attention to middle schools for performance and rigor (makes up 53% of accountability rating)
- Increase attendance

Granbury ISD has earned the accountability rating of Met Standard from the Texas Education Agency for the 4th year in a row. The commissioner recently released his recommendation for cut points on the state accountability system for the next several years. Rather than a significant jump every two years, he is proposing that a minor increase occurs each year to bring the state to 2021-2022. GISD will continue to work at the achievement gap between student populations with a special emphasis on ELL and Sped populations. Granbury ISD will use its state, local, and federal funds to address the needs of these students. All campuses will receive Title I funds for the 2015-16 year with GHS and AMS being Targeted Assisted campuses again this year. All campuses will employ extra personnel using Title I funding to address the academic achievement needs of the students. The campuses will also utilize both federal and other funding sources for accelerated instruction for students that have not met the Level II score for a specific assessment on STAAR and to address credit recovery so that they are on track to graduate. Title II will support the district identified professional development initiatives of reading instruction, writing instruction, PBL/Instructional Coaching and an online venue. The GISD Curriculum Department will continue to facilitate professional learning communities so that teachers learn from each other and can implement what is working across the district.

Another area of focus is to track the populations of students that are typically underrepresented with graduating with a foundation plan as opposed to seeking areas of endorsement. Granbury ISD will take steps to ensure that there are no barriers for students to participate in the dual credit or advanced placement tracks and ensure that all students are advised into endorsement areas of their interests.

For the 2nd year in a row, GISD received a silver medal for being one of the top high schools in the nation as noted in Newsweek. Crossland received the bronze medal this year so GISD will continue to train counselors and other staff to communicate the benefit of students obtaining endorsements and clear pathways in CTE. The Bridge Assessment will be given in 7th grade and CTE will partner with general ed to ensure that students are on the correct pathway that compliments their goals. All GISD 5th grade students will visit the high school specifically to observe the CTE programs again this year to help communicate the new graduation plans. All students will be counseled and encouraged to seek Distinguished Level of Achievement and Performance Acknowledgements.

GISD has maintained a steady system of common assessment which enables teachers, campuses, and the district to monitor student growth and learning. The data is indicating that GISD needs to continue emphasizing the need for all students to have access to the general curriculum so the district will continue to provide some ongoing professional development for Tier 1 academic intervention. The district has identified some areas of professional development for specific job assignments that is required of those positions. Title II and other funding sources will be used to meet those requirements. A focus for the district is for students to be exposed to the general curriculum a large portion of their day. A monitoring tool to gather data points has been created and implemented district wide. GISD will partner with several professional development providers while implementing a best practice model of professional development in the areas of Reading, Writing, and Math. Approximately 98% of GISD staff has been trained and are implementing PBL in our schools. GISD will continue to provide sustained support for this project as well as providing technology to support this initiative.

The district will continue its push for attendance and encouraging students and staff members to be in class and at work. The Granbury Teacher Excellence Initiative is currently being implemented in the district in an effort to increase attendance and reward those that go above and beyond. GISD will continue its partnership with Hood County Constable office for a truancy officer and to support the new legislation regarding truancy.





The district and community will continue the partnerships established during the strategic planning process. GISD will continue to work on the plans outlined in the bond including the completion of GHS Crossland wing and the CTE wing. Elementary gyms and the admin building will be completed by the fall of 2016.

Goals

Goal 1: We will foster an environment where students, their families, staff, and the community provide a unified network of support that integrate positive relationship building and high expectations where every diverse member is valued.

Performance Objective 1: Provide a community outreach avenue


Summative Evaluation: At least 6 outreach activities

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Create a plan for scheduling/logistics of mobile learning unit	Public Information Officer, Director of Curriculum, Superintendent	Logs of community visit on the vehicle Calendar of Events				
Funding Sources: Local (199) - \$50000.00						
2) Publish the community resource list in a variety of venues	Director of Curriculum, Counselors	Website, Google, Paper Copy for each campus				
3) Evaluate the use of the mobile learning unit in the summer of 2016	Superintendent, Asst Superintendent, Director of Curriculum, Principals	Evaluation report and revisions to plan				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 1: We will foster an environment where students, their families, staff, and the community provide a unified network of support that integrate positive relationship building and high expectations where every diverse member is valued.

Performance Objective 2: Annual review of district initiatives


Summative Evaluation: Program evaluation documentaiton

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Monitor, review, and revise current district-wide initiatives	Admin Team	Agendas, Minutes, Recommendations				
						

Goal 1: We will foster an environment where students, their families, staff, and the community provide a unified network of support that integrate positive relationship building and high expectations where every diverse member is valued.

Performance Objective 3: Provide district-wide professional development through-out school year to foster relationships


Summative Evaluation: All staff will attend at least 6 meetings

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Create, review, and revise a PLC calendar	Superintendent, Asst Superintendent, Director of Curriculum and Instruction, Principals, Curriculum Coordinators	Calendar of invites, schedule of meetings				
2) Brand new teacher professional development will be implemented	HR Director and Curriculum Director	Meeting agendas and Sign In sheets				
						

Goal 1: We will foster an environment where students, their families, staff, and the community provide a unified network of support that integrate positive relationship building and high expectations where every diverse member is valued.

Performance Objective 4: Review and revise the process of DAEP placements and referrals


Summative Evaluation: Discretionary placements to DAEP will decrease by 20%

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Secondary campuses will implement a tiered strategy for ISS placement	Asst Superintendent, Principals, Asst Principals	Skyward discipline data				
2) DAEP referral and managing processes will be revamped	Asst Superintendent, DAEP Principal, Principals	Written processes, documentation of student cases				
Funding Sources: State Comp Ed (24)						
						

Goal 1: We will foster an environment where students, their families, staff, and the community provide a unified network of support that integrate positive relationship building and high expectations where every diverse member is valued.

Performance Objective 5: Collaborate with other districts in Texas to gain ideas to address the diverse population of students





Summative Evaluation: Travel authorizations, phone logs, ESC meeting, quad county meetings

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Attend ACET in fall and spring	Director of Curriculum and Federal Programs Coordinator	Travel records				
Funding Sources: Title I (211)						
2) Attend networking meetings at ESC, metroplex, and state level such as cadres and mid winter	Superintendent, Asst Superintendents, Directors, principals	Travel records and agendas				
						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 1: Sustain Project Based Learning





Summative Evaluation: All campuses will create a functioning campus PBL leadership team by spring 2016

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Campus PBL Lead Teams will be created and function as the driver of PBL on each campus	Director of Curriculum and Instruction, Superintendent, Asst Superintendent, Principals, CBP's	Sign In Sheets, Campus Implementation Plan				
Funding Sources: Title II (255)						
2) Instructional Specialists and Campus Intervention Coordinators will partner with at least one teacher on their perspective campuses to assist them in Project Vetting	Director of Curriculum, Principals, Instructional Specialist, Campus Intervention Coordinators	Projects added to Project Vetting database				
3) 4C's activities will be added to the PBL Google Site	Director of Curriculum, Curriculum Coordinators	PBL Google Site				
4) Each campus will host a PBL Exhibition/showcase this school year	Principals, PBL Lead Teams	Invitations, pictures				
5) PBL sustained support will continue to be implemented on each campus especially for newly trained teachers	Director of Curriculum, PBL Lead Teams. CBP's	Schedule and agendas				
Funding Sources: Title II (255)						
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 2: Improve student performance according to state standards, including subgroups in all academic areas


Summative Evaluation: All student groups will grow by 2%

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
<p>System Safeguard Strategies Federal System Safeguard Strategies Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Implement programs that increase access to the general curriculum particularly for sped and ELL students</p>	<p>Director of Curriculum and Instruction, Asst. Superintendent, coordinators</p>	<p>Increase in STAAR scores for students that are sped or ELL</p>				
<p>Funding Sources: State Comp Ed (24), Title II (255)</p>						
<p>System Safeguard Strategies Federal System Safeguard Strategies Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Implement a data walk through form</p>	<p>Director of Curriculum, Asst Superintendent, Coordinators</p>	<p>Increase in STAAR scores for sped and ELL students</p>				
<p>Funding Sources: State Comp Ed (24)</p>						
<p>3) Research and implement instructional coaching system across the district for campus leadership</p>	<p>Asst Superintendent, Director of Curriculum</p>	<p>Professional Service Agreement and increased STAAR scores</p>				
<p>Funding Sources: Title II (255)</p>						
<p>4) ESC contracts to support instruction and networking</p>	<p>Director or Curriculum</p>	<p>PO and ESC contract</p>				
<p>Funding Sources: Title II (255)</p>						
<p>  = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue </p>						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 3: Improve college readiness performance





Summative Evaluation: SAT and ACT Scores, Number of students in AP and DC courses, Number of students scoring Level III on STAAR in Reading and Math

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) College ready assessments will be given a middle schools	Director of Curriculum, Middle School principals	PSAT 8/9 reports ACT Aspire reports				
						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 4: Increase access to the general curriculum for all students.





Summative Evaluation: Increase STAAR participation for students with disabilities by 5%

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
<p>System Safeguard Strategies 1) Ongoing professional development for Tier I intervention</p>	<p>Asst Superintendent, Director of Curriculum, Director of Special Education, Curriculum Coordinators</p>	<p>Common Assessment Data</p>				
<p>Funding Sources: State Comp Ed (24) - \$7000.00</p>						
<p>System Safeguard Strategies 2) Provide individual intervention for Tier 1 students</p>	<p>Asst Superintendent, Director of Curriculum, Director of Special Ed, campus principals, teachers</p>	<p>Common Assessment Data, Progress Monitoring Data,</p>				
<p>  = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue </p>						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 5: Improve writing achievement for all students with a specific emphasis for ELL students





Summative Evaluation: Improve writing performance by 3%

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
<p>System Safeguard Strategies Federal System Safeguard Strategies</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Continue to provide Empowering Writers training to all PK-5 teachers</p>	Asst Superintendent, Director of Curriculum, Elementary Principals, Coordinators	Sign In sheets, Curriculum documents, lesson plans				
Funding Sources: Title II (255)						
<p>System Safeguard Strategies Federal System Safeguard Strategies</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Implement professional learning groups that meet at least each grading period for teachers to share and coordinators to facilitate strategies/activities</p>	Asst Superintendent, Director of Curriculum, ELA Coordinator, Instructional Specialists, Principals, Teachers	Common Assessments Data				
Funding Sources: State Comp Ed (24)						
<p>System Safeguard Strategies Federal System Safeguard Strategies</p> <p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) Implement a walk through form that is specific to district safeguards</p>	Asst Superintendent, Director of Curriculum, Curriculum coordinators	Walk through data				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 6: Improve reading achievement for all students with specific emphasis for Hispanic, ECD, Sped, and ELL





Summative Evaluation: Improve reading performance by 5% and growth measure for individual students

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
<p>System Safeguard Strategies Federal System Safeguard Strategies Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Implement professional learning groups that address the new reading resources - Comprehension Toolkit, Continuum Literacy</p>	<p>Director of Curriculum, Coordinators</p> <p>Funding Sources: Title II (255)</p>	Growth in common assessments				
<p>System Safeguard Strategies Federal System Safeguard Strategies Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>2) Provide training during summer months to address the specific district initiatives-- --Comprehension Toolkit, Continuum Literacy</p>	<p>Director of Curriculum, Coordinators, Instructional Specialists</p>	Lesson plans, common assessment data, iStation data				
<p>3) Implement a research based online reading program with the intent of accelerating ELL students</p>	<p>Asst Superintendent, Director of Curriculum, Director of Technology, Principals</p> <p>Funding Sources: Title III (263)</p>	Data from program, common assessments, TELPAS				
<p>  = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue </p>						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 7: Improve math achievement for all students with specific emphasis on Hispanic, ECD, Sped, Native American

Summative Evaluation: Math performance improved by 5% and growth measure for individual students

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Implement professional learning groups that meet every grading period for grades K-Algebra II	Superintendent, Asst Superintendent, Director of Curriculum, Math Coordinator, Instructional Specialists, Principals, Teachers	Growth in common assessments, meeting minutes, activities implemented according through walk through form				
2) Provide various resources that compliment training and modeling within classrooms	Director of Curriculum, Math Coordinator	Increase success on progress measures, common assessments, benchmarks, and STAAR				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 8: Increase Level III percentages





Summative Evaluation: All campuses have a Q1 or Q2 for accountability

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Define for each campus the meaning of Level III and what is measures	Asst Superintendent	Level III percentages on common assessments, distinctions on STAAR				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 2: We will implement a rigorous and engaging curriculum that integrates new technology, fosters partnerships, and utilizes innovative instructional strategies in order for every student to attain his or her individual goal.

Performance Objective 9: Research and provide innovative resources to support 21st century learning that is high interest and motivating to the learning process





Summative Evaluation: Documentation of purchases

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Include the 21st century learning activities for the 4C's on the PBL Google Site	Curriculum Department	Google Site, 4C's implementation in all classrooms				
2) Obtain resources that are highly motivating and support the 21st century competencies	Principals, Director of Curriculum	Students using the 4C's				
Funding Sources: Title I (211), State Comp Ed (24)						
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 3: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Performance Objective 1: Implement 1:X wireless access across the district


Summative Evaluation: Infrastructure Upgrade

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Calendar implementation guide will be created	Director of Technology	Calendar				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 3: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Performance Objective 2: Provide technology professional development to support instruction





Summative Evaluation: Catalog of offerings and sign in sheets

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Implement tech professional development according to the district initiative	Director of Technology, Instructional Technology Coordinator, Assistant Superintendent, Superintendent	Eduphoria records				
Funding Sources: Local (199)						
						

Goal 3: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Performance Objective 3: Ensure students demonstrate responsible digital citizenship





Summative Evaluation: Student Lesson Documentation

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Provide cyber-safety lessons for all students.	Director of Technology, Instructional Technology Coordinator, Assistant Superintendent, Superintendent	Lessons				
Funding Sources: Local (199)						
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 3: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Performance Objective 4: Expose students to a variety of digital tools and software





Summative Evaluation: Model Technical Classrooms

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Implement new technologies for students in grades PK-8	Director of Technology, Assistant Superintendent, Superintendent.	Use of new technologies added to campuses				
Funding Sources: Local (199)						
2) Computer lab time, mobile labs and classroom mini labs will be utilized to support PBL in the core curriculum areas	Director of Technology	Student work				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 3: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Performance Objective 5: Implement technology plans associated with the bond


Summative Evaluation: Check List

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Provide ongoing training for model classroom standards in grades K-8.	Director of Technology, Instructional Technology Coordinator	Sign In sheets, Training calendars				
2) Seek RfP for moving from 500MB of internet access to 1GB.	Director of Technology	Monitor of bandwidth				
3) Install and begin service to increase WAN from 1GB to 10GB	Director of Technology	Purchase orders, application				
4) Begin prep for new tech center	Director of Technology	Plans				
5) Monitor wireless access in every area of school, PK-8	Director of Technology	Access reports				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 3: We will provide an optimal technology infrastructure to support the on-going transformation of programs, services, and tools throughout every facet of the district.

Performance Objective 6: Reference the GISD Technology Plan





Summative Evaluation: Online at GISD website

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Strategies listed on the GISD Technology Plan will be implemented and tracked	Director of Technology	Check point on the GISD Tech Plan				
						

Goal 4: We will commit to evaluate, update, and invest in safe, state-of-the-art facilities providing optimal environments for all current and future programs for students.

Performance Objective 1: Implementation calendar will be created


Summative Evaluation: Projects will be completed according to calendar

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Construction continued at GHS	Superintendent School Board Assistant Superintendents Director of Facilities	Sign off by GISD				
Funding Sources: Local (199)						
2) 9th grade will move to the new Crossland wing at GHS	Superintendent School Board Assistant Superintendents Director of Facilities High School Principals	Relocation				
3) Complete CTE wing and relocate	Superintendent School Board Assistant Superintendents Director of Facilities CTE Director	relocation				
4) Complete elementary gyms	Superintendent, Asst Superintendents, Director of Facilities	Use of facility				
5) Begin renovation of 9th grade center for Admin Building	Superintendent, Asst Superintendents, Director of Facilities	Relocation of admin				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 5: We will provide flexibility within the school day to allow individualized opportunities for students as well as teacher preparation and collaboration to support rigorous academic curriculum.

Performance Objective 1: Implement flexible scheduling





Summative Evaluation: School calendar

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Calendar committee will create a new calendar according to HB 2610.	Superintendent, Asst Superintendents, Admin Team	New calendar presented to board				
2) Scheduling committee will identify and visit like secondary schools for ideas	Secondary principals	Travel logs				
						

Goal 5: We will provide flexibility within the school day to allow individualized opportunities for students as well as teacher preparation and collaboration to support rigorous academic curriculum.

Performance Objective 2: Professional development committee will drive PD within GISD





Summative Evaluation: Committee will identify district needs according to data and survey needs

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Conduct a PD survey early in the spring semester	Director of C&I, Professional Development District Committee	Survey				
2) Create professional development offerings that will increase student achievement and growth	Director of Curriculum and Instruction, Asst Superintendent, Superintendent	Catalog of offerings				
3) Implement an online PD venue that will deliver researched based PD for academics and compliance trainings	Director of Curriculum, Director of Technology, Asst Superintendent	PD records				
Funding Sources: Title II (255)						
4) Identify specific required professional development that will become an addendum to teacher contracts	Superintendent, Asst Superintendent, Principals	Contract addendums				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 6: We will provide support and assistance in learning experiences ensuring equitable resources and opportunities for all students and families.

Performance Objective 1: Implement a comprehensive list of resources to the district






Summative Evaluation: 100% of counselors will have a list of current resources

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Invite community entities to present to counseling team	Director of C&I, Community Outreach Liaison,	Meeting agendas, minutes, and list of entities				
2) Counselor Team will meet four times a year	Director of Curriculum, Lead Counselor	Meeting agendas and minutes				
3) Counselor team will be trained in the CISM model to form a community partnership	Director of Curriculum. Lead Counselor	Training certificates, sign in sheets				
4) Each campus will identify a person to revise the resource list for his/her specific campus	Campus principal	Unique campus lists				
 = Accomplished  = Considerable  = Some Progress = No Progress  = Discontinue						

Goal 6: We will provide support and assistance in learning experiences ensuring equitable resources and opportunities for all students and families.

Performance Objective 2: Maintain and improve the Speaker's Bureau


Summative Evaluation: 10 more people will sign up to be on the Speaker's Bureau

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Use all types of media to solicit other qualified participants	Public Information Office	Speaker's Bureau				
2) Use this resource to provide experts for the PBL implementation	Superintendent, PIO	Visitor logs				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 6: We will provide support and assistance in learning experiences ensuring equitable resources and opportunities for all students and families.

Performance Objective 3: Attend networking opportunities to learn new strategies and stay current on the state and federal laws

Summative Evaluation: Staff members will attend conferences and learnings at least two times yearly.

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
			Dec	Feb	Apr	June
1) Attend ACET in the fall and spring	Director of Curriculum	Travel records				
Funding Sources: Title I (211), State Comp Ed (24)						
						

State Compensatory

Budget for District Improvement Plan:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199 E 23 6125 00 699 0 24 000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$3,000.00
199 E 33 6125 00 699 0 24 000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$2,500.00
199 E 11 6117 00 699 0 24 000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$100,000.00
199 E 11 6395 00 699 0 24 000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$5,000.00
199 E 11 6412 00 699 0 24 000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$30,000.00
199 E 23 6117 00 699 0 24 000	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$7,000.00
199 E 13 6117 00 731 0 24 000	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$14,061.00
199 E 13 6141 00 731 0 24 000	6141 Social Security/Medicare	\$204.00
199 E 13 6142 00 731 0 24 000	6142 Group Health and Life Insurance	\$1,635.00
199 E 13 6143 00 731 0 24 000	6143 Workers' Compensation	\$156.00
199 E 13 6144 00 731 0 24 000	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$809.00
199 E 13 6145 00 731 0 24 000	6145 Unemployment Compensation	\$34.00
199 E 13 6146 00 731 0 24 000	6146 Teacher Retirement/TRS Care	\$1,349.00
	6100 Subtotal:	\$165,748.00
6300 Supplies and Services		
199 E 13 6395 00 731 0 24 000	6395 Supplies, DP Operations - Locally Defined	\$2,393.00
199 E 11 6397 IS 731 0 24 00N	6397 Other Equipment - Locally Defined	\$13,912.00
	6300 Subtotal:	\$16,305.00

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Trisha Suitt	Federal Programs Coordinator	Title I	50%

Addendums

2015-2016 Priority for Service (PFS) Action Plan
ESC REGION 11 MIGRANT EDUCATION PROGRAM SSA DISTRICTS

<p>Goal(s): Identify and provide services to migrant learners who are failing or at risk of failing to meet the State’s content and performance standards and whose education has been interrupted during the regular school year.</p>	<p>Objective(s):</p> <ul style="list-style-type: none"> • Identify migrant learners who enroll late and withdraw early and provide supplemental services to each learner when no other school district services are available. • Identify migrant learners who are missing significant amounts of instructional time due to late enrollment and/or excessive absences. • Provide supplemental information to parents on how to collaborate with school staff and access resources in order to provide timely attention and appropriate interventions for their children. • Use data to plan the Priority for Services Action Plan (PFS) for 2015-2016 academic year and assist the district with supplemental services not provided by other federal or non-federal programs.
---	--

Required Activities	Timeline	Person(s) Responsible	Documentation
On a monthly basis, run NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services.		NGS Specialist	PFS Reports
Print and review the New Generation System (NGS) Priority for Service (PFS) learner report monthly	15 th day of every month for 2015-2016	NGS Specialist	NGS generated reports
Submit the PFS to the district SSA contact for distribution to appropriate staff	20 th day of every month for 2015-2016	NGS Specialist	Copy of sent email(s)
Before the first day of school, develop a PFS Action Plan for serving PFS learners. The plan must clearly articulate criteria for defining learner success, including timelines for achieving stated goals and objectives.			
Send PFS Action Plan to District to attach to DIP	August 12, 2015	MEP Coordinator	Copy of sent email(s)
The PFS Action Plan must include the following:			
1. The Title I Migrant Coordinator will provide each campus principals, appropriate campus staff and parents the Priority for Service criteria and updated NGS Priority for Service reports.			
Submit the PFS to the district SSA contact for distribution to appropriate staff	20 th day of each month in 2015-2016	NGS Specialist	Copy of sent email(s)
Send letter with copy of PFS report for their child(ren) with request for meeting with parent	20 th day of each month in	MEP Consultant, NGS	Copies of letter sent

	2015-2016	Specialist	
Collaborate with counselors each reporting period in developing a personal graduation plan for PFS learners	September 2015 – May 2016	MEP School Liaison Consultant, MEP Consultant	Time and Effort reports, travel logs, graduation plan
2. When, in your school year calendar, the district's Title I Migrant Coordinator, MEP staff and migrant school staff will make home and /or community visits to update parents on the academic progress of their children.			
Contact parent to notify of child's PFS status inform of intervention options.	September 2015 – May 2016	MEP School Liaison Consultant, MEP Consultant	Copies of letter sent
Meet with PFS migrant parents and school staff to explain how PFS learners are identified and what services are available for these learners	As requested by parent or school staff	MEP School Liaison Consultant, MEP Consultant	Copies of letter sent
>			
3. How the district's Title I Migrant Coordinator will use NGS Priority for Service reports to give priority placements to these learners in Migrant Education Program activities.			
Share and coordinate secondary credit accrual practices with receiving states through the Secondary Credit Accrual workshop, hosted by the Texas Migrant Interstate Program (TMIP)	September 2015 – May 2016	MEP consultant, School Liaison Consultant	District policy and procedures
Work with project and SSA districts in creating an extracurricular club/leadership event specific to migrant learners designed to help learners develop effective learning and study skills	September 2015 – May 2016	MEP consultant, School Liaison Consultant, School Planning Group	Agenda, roster, minutes of meeting
Provide PFS learners and their parent(s) prior notice for upcoming Migrant Education Program (MEP) events.	September 2015 – May 2016	MEP consultant, School Liaison Consultant, School Planning Group	Copy of fliers, emails
4. How the district's Title I Migrant Coordinator will ensure that Priority for Service learners receive priority access to instructional services, as well as social workers and community social services/agencies.			
Collaborate with SSA districts to develop and implement a set of district procedures outlining strategies for partial/full credit accrual for migrant learners with late entry/early withdrawal	September 2015 – May 2016	NGS Migrant School Liaison Consultant, NGS Specialist	E-mails
Monitor NGS course completion for PFS learners with late entry and early withdrawal	September 2015 – May 2016	NGS Migrant School Liaison Consultant, NGS Specialist	Learner transcript, NGS reports
Provide Parent Advisory Meetings in different areas throughout the school year	September 2015 – May 2016	NGS Migrant School Liaison Consultant, Migrant Recruiters	Agenda, roster, mileage reimbursement forms, minutes of meeting
Provide contact information regarding social service agencies and healthcare providers available in their area.	September 2015 – May 2016	NGS Migrant School Liaison Consultant, Migrant Recruiters	Telephone log, mileage reimbursement, time and effort reports
5. What federal, state and local programs service Priority for Service learners?			
Meet (or communicate) with district staff to ensure learners participate in school services offered	September 2015 – May 2016	Migrant School Liaison Consultant, Migrant Consultant	Telephone log, mileage reimbursement, time and effort reports, emails
Use migrant funds to pay tuition or fees for evening classes, summer school, credit by exam or distance learning when not provided by ISD	September 2015 – May 2016	Migrant School Liaison Consultant, Migrant Consultant	Budget records
Use migrant funds to pay for tutor to provide supplemental instruction or facilitate distance learning courses	September 2015 – May 2016	Migrant School Liaison Consultant, Migrant	Budget records, tutor time logs

		Consultant	
Share and coordinate secondary credit accrual practices with receiving states through services provided by the Texas Migrant Interstate Program (TMIP).	September 2015 – May 2016	Migrant School Liaison Consultant, Migrant Consultant	Agenda, roster, email, telephone log

Bullying Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. All campuses will implement and support GISD anti-Bullying policies, guidelines and procedures designed to reduce bullying	Campus Budgets	Campus Principals, and Campus Counselors	Discipline Reports
2. All school staff members will be trained in the GISD Bullying Reporting Protocol that emphasizes the recognition of bullying.	Campus Budgets	Campus Principals, and Campus Counselors	Discipline Reports
3. All GISD students will be involved in cyber-bullying lessons according to the Internet Safety curriculum facilitated by the campus librarians.	Campus Budgets	Librarians Campus Principals Campus Staff	Verification in Tech Dept.

Suicide Prevention

Strategies	Resources	Staff Responsible	Evaluation
1. GISD CISM trained personnel will team with community first responders	Team Meetings	Director of C&I, Campus Counselors	Sign In sheets Agendas
2. GISD counselors will ensure that training is provided each year for the staff on their perspective campuses	Training video	Director of Curriculum, Campus Counselors	Sign in Sheets, Agendas
3. GISD will partner with Pecan Valley Mobile Responder Unit	Partnership meetings	Director of C&I, Counselors	Meeting notes and agendas
4. GISD counselor team will review and revise the suicide protocol	Team Members	Director of C&I, Counselor Team	Revised Protocol

Pregnancy Related Services

Strategies	Resources	Staff Responsible	Evaluation
1. Homebound services will be provided to students that are pregnant at the request of a doctor	Homebound Budget	Campus Principals, and Campus Counselors	Homebound Reports
2. Intervention services will be provided to keep the student from dropping out of school	State Comp Ed Budget	Campus Principals, and Campus Counselors	Transcripts
3. Community services will be sought for medical and nutrition programs to assist	Community List of Services	Counselors, Community Liaison personnel	Log of contacts