



STRATEGIC ACTION PLAN

JULY 2023 QUARTERLY UPDATE



Teaching and Learning

Academic Goals Update

STRATEGIC PLAN PILLARS



- ❖ Teaching and Learning
- ❖ Human Resources
- ❖ Finances
- ❖ Facilities
- ❖ Communication
- ❖ Community Engagement

TEACHING AND LEARNING



Objective: Create a viable curriculum that guides the implementation of deeper learning and engagement, develops the competencies included in the Portrait of a Graduate and includes common assessment.

- Relevant and Engaging Learning
- Differentiate Instruction
- Social Emotional Learning
- Closing the Outcomes Gap

ACADEMIC GOALS



Desired Outcomes & Targets

ACADEMIC GOAL STAAR/EOC



TARGET : By June 2024, the percentage of students that score at the “Meets” level for all STAAR/EOC tests will increase from 35% to 38%.

	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
Academic Goal for Meets	35%	38%	43%	47%	55%

The percentage of students that score at the “Meets” level for all STAAR/EOC tests will increase from 33% to 55% by June 2027.

CCMR GOAL



TARGET: By June 2024, the percentage of students that achieve CCMR certification will be 70% or greater.

	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
CCMR	70%	85%	85%	88%	88%

The percentage of students that will achieve CCMR certifications that contributes to our accountability score will increase from 50% to a 88% by June 2027.

SPECIAL EDUCATION



TARGET: By June 2024, the percentage of students that will rate in the category of “Meet” for our special education students will increase from 25% from 28%.

	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
Special Ed. Meets All	25%	28%	30%	35%	40%

The percent of special education students who score at the “Meets” level for all tests will grow from 21% to 40% by June 2027.

AFRICAN AMERICAN



TARGET: By June 2024, the percentage of students that will rate in the category of “Meets” for the African American population 22% to 25%.

	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026-27
AA Meets All	22%	25%	28%	33%	40%

The percent of African American students who score at the “Meets” level for all tests will grow from 18% to 40% by June 2027.

HB3 Reading



TARGET: By June 2024, *the percent of students who score at the “Meets” level in 3rd grade reading will increase from 36% to 38%.*

	Year 1 2022-23	Year 2 2023-24	Year 3 2024- 25	Year 4 2025-26	Year 5 2026- 27
HB3 Reading	36%	38%	43%	47%	55%

By June 2027, *The percent of students who score at the meets level in 3rd grade reading will grow from 34% to 55%.*

HB3 Math



TARGET: By June 2024, the percent of students who score at the “Meets” level in 3rd grade math will grow from 30% to 35%.

	Year 1 2022-23	Year 2 2023-24	Year 3 2024- 25	Year 4 2025- 26	Year 5 2026- 27
HB3 Math	30%	35%	40%	45%	50%

The percent of 3rd grade students who score at the “Meets” level in math will grow from 21% to 50% by June 2027

RELEVANT AND ENGAGING LEARNING



Strategy: Involve each student in relevant and engaging learning that fosters creativity and imagination.

- Systemic curriculum changes
- High yield instructional strategies
- Professional development and direct classroom support
- Increased student engagement

RELEVANT AND ENGAGING LEARNING



Strategic Pillar: Teaching and Learning

Strategy: Relevant and Engaging Learning

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May/July/August 2023	Revised curriculum framework to address current and future academic needs of students in core content areas K-12	Every administrator and teacher will be trained on the new framework to ensure an understanding of the 'why' behind the consistent use of the framework and fidelity of execution	Administrator Training 7/19 Teacher Training 8/2-8/4	Campus Administrators, District Content Coordinators, and Deputy Sup. of T&L "Watch For" document provided to administrators and added to walk-through protocol Walk-through data to evaluate teachers in need of additional training Collaborative Planning Fridays to verify relevant and engaging focus is embedded in lesson development

RELEVANT AND ENGAGING LEARNING



Strategic Pillar: Teaching and Learning

Strategy: Relevant and Engaging Learning

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
June/July 2023	Extensive Summer PD offerings both in district and at R10	To provide teachers with research based teaching strategies to promote engagement for all learners	Course offerings in June/July 2023 for all core content areas, New Teachers, Special Education and Bilingual Education teachers Administrator training 7/19 for Walk through protocol	Course credits and exchange hours provided and monitored by T&L Department and HR Department. Walk through protocol to identify engagement - what it looks like and sounds like Calibrated walk-through practices to ensure every administrator is able to identify and coach instruction up to ensure relevant and engaging learning

RELEVANT AND ENGAGING LEARNING



Strategic Pillar: Teaching and Learning

Strategy: Relevant and Engaging Learning

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
August 2023	Implement Multilingual Acculturation Studies for Newcomers course at New Horizons Learning Center that will satisfy an elective credit toward graduation requirements, pending board approval	To provide newcomers with a innovative course providing a supportive system to help them navigate and adapt during this transitional period, ultimately leading to greater success in and readiness for their academic journey	Curriculum planning with course instructor August 2023 supported by TEA recommended resources and materials	Campus Administrators, Content Curriculum Coordinator, District Director of Bilingual Services Monitor the implementation of the Multilingual Acculturation Studies course using walk-through protocol and review of lesson plans

DIFFERENTIATE INSTRUCTION



Strategy: Provide differentiated instruction, intervention and enrichment to meeting individual student needs.

- Comprehensive and balanced assessment plan
- Data driven instructional plans that focus on tiered instruction and support
- Use of curriculum guidance documents to ensure pacing and alignment to task and product
- 100% of lesson plans address differentiated instruction
- Collaborative planning sessions

DIFFERENTIATE INSTRUCTION



Strategic Pillar: Teaching and Learning

Strategy: Differentiate Instruction

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May/July/August 2023	Small group instruction that targets individual student learning needs. Revised assessment timeline will address everchanging academic needs of students in core content areas K-12	To provide individualized data more frequently to drive targeted small group instruction	Core content areas will provide skills checks and unit assessments guided by curriculum pacing guides Administrator Training 7/19 Teacher Training 8/2-8/4	Campus Administrators, Content Curriculum Coordinator, District Testing Coordinator Track and review skills check and unit assessment data Track and observe small group implementation to ensure differentiation

DIFFERENTIATE INSTRUCTION



Strategic Pillar: Teaching and Learning

Strategy: Differentiate Instruction

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May/July/August 2023	Creation of Collaborative Planning Protocol with the support of a universal weekly lesson plan template that prioritizes differentiate instruction and allows for campus and district level collaboration	Increased focus on differentiated instruction and tiered interventions to meet the needs of all learners	Administrator Training 7/19 Teacher Training 8/2-8/4 Teacher Implementation 8/7	Campus Administrators and Content Curriculum Coordinator Monitor use of collaborative planning protocol and universal weekly lesson plan template Walk-through protocol established to ensure instructional implementation

SOCIAL EMOTIONAL LEARNING



Strategy: Infuse Social Emotional Learning (SEL) into all curricula by developing culturally responsible competencies.

- SEL targeted professional development
- Creation on SEL resource library as a resource to teachers and administrators
- SEL strategies included in weekly lesson plans

SOCIAL EMOTIONAL LEARNING



Strategic Pillar: Teaching and Learning

Strategy: Social Emotional Learning

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
August 2023	Embed SEL ELAR/Social Studies curriculum pacing documents and universal lesson plan template	To integrate the development of students' Social Emotional Learning (SEL) which would lead to mindsets that are ready to learn	Teacher and Administrator Training during August In-Service to connect the 'why' and value of SEL curriculum	Campus Administrator and School Counselors Monitor the effectiveness of the SEL standard to behavior improvement on campus and/or identify need for additional support/resources
	Weekly Counselor SEL Groups based on Character Strong Curriculum.			

CLOSING OUTCOME GAPS



Strategy: Ensure continuous growth in all content areas to close the outcome gaps.

- Protected time in master schedule for content/grade level team collaboration
- Consistently review and disaggregate data
- Use of progress monitoring and tiered intervention
- Job embedded professional development

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: May 2023 – September 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July/August 2023	MAP Growth: K-8th grade universal screener in Reading, Language Usage and Math	Every administrator and teacher will be trained on new programs to ensure fidelity with execution and use	Administrator Training 7/20 Teacher Training 8/2-8/4; September	Campus Administrators, District Testing Coordinator
July/August 2023	Education Galaxy: online practice and instruction for K-8th grade students in core subject areas	Once student assessments have been administered, campus will have individual student data to guide small groups, tiered instruction and accelerated learning	Student assessment completed within the first six-weeks of school	Monitor student participation in the use of assessment and practice/instructional support online programs Evaluate data to drive targeted instruction decision making
July/August 2023	Lift Off: online intervention support for Reading and Math for 2nd-8th grade			
July/September 2023	MAP Reading Fluency: K-5th grade Reading assessment and progress monitoring tool			

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July/August 2023	Strategic Scheduling - Protected time built into the master schedule at each campus for weekly data and planning meetings led by campus instructional leaders	Teacher collaboration for in-depth conversations about data, instructional strategies, and planning instructional delivery which will lead to more effective instruction.	Core Content areas will participate in PLC Data Analysis Protocol following unit assessments to analyze data and develop instructional plans to assist students with identified deficiencies in STAAR/EOC tested subjects Administrator Training 7/19 Teacher Training 8/2-8/4	Campus Administrators, Content Curriculum Coordinator, District Testing Coordinator Monitor the implementation of the PLC Data Analysis Protocol following unit assessments Ensure that the instructional action plan developed during the PLC is implemented in the classroom

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July/August 2023	Strategic Scheduling - Protected time built into the master schedule at each campus for daily use of progress monitoring, tiered intervention, and accelerated instruction	Daily teacher-led targeted intervention and support	Every administrator and teacher will be trained on tiered intervention and progress monitoring Administrator Training 7/20 Teacher Training 8/9	Campus Administrators, District Testing Coordinators Walk through protocol Review of lesson plans, RTI documentation and accelerated instruction documentation



Priority Schools

Goals & Updates

PRIORITY SCHOOLS



Objective: Elevate student performance at our lowest performing campuses

- Strategic Staffing
- Increase Student Engagement
- Family Involvement

NOT RATED CAMPUSES



TARGET: By June 2023, Crockett Elementary campus rating will increase from Not Rated (59) to C (70).

	Year 1 2022-23	Year 2 2023- 24	Year 3 2024- 25	Year 4 2025- 26	Year 5 2026- 27
Not Rated Campus Crockett	C (70)	C (75)	B (80)	B (85)	A (90)

Crockett Elementary campus rating will increase from Not Rated (59) to A (90) by July 2027.

NOT RATED CAMPUSES



TARGET: *By June 2024, Travis Intermediate campus rating will increase from Not Rated (59) to C (70).*

	Year 1 2022-23	Year 2 2023-24	Year 3 2024-25	Year 4 2025-26	Year 5 2026- 27
Not Rated CampusTravis	C (70)	C (75)	B (80)	B (85)	A (90)

Travis Elementary/Intermediate campus rating will increase from Not Rated (59) to A (90) by July 2027.

STRATEGIC STAFFING



Strategy: Provide higher quality instruction through strategic staffing.

- Develop strategic staffing plan for low performing campuses
- Hire and retain high-quality teacher
- Provide high quality professional development

STRATEGIC STAFFING



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Strategic Staffing

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
June - August 2023	Develop strategic staffing plan for low performing campuses.	Additional support of teachers with lesson planning, classroom management, and instructional deliver to Increase.	<p>School Leadership, Human Resources and campus administration have meet to discuss needs of Travis Intermediate and Crockett Elementary.</p> <p>Lead teachers assigned to Travis and Crockett/KGJ STEM.</p> <p>Associate Principal assigned to Travis.</p> <p>7/6/23 ESF grant received - funds will allow for additional resources.</p> <p>Planning meeting to with Region scheduled July 18 to discuss support.</p>	<p>Campus Administrator, Director of HR, Deputy Sup. of Administration</p> <p>Staffing formulas Position control Walkthrough protocol Lead action plans</p>

STRATEGIC STAFFING



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Strategic Staffing

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
June-August 2023	High quality professional development.	To provide teachers with research based teaching strategies to promote engagement for all learners	<p>Course offerings in June/July 2023 for all core content areas, New Teachers, Special Education and Bilingual Education teachers.</p> <p>07/06/23 Effective Framework grant received. Meeting on July 18 with Region 10 to discuss professional learning for campus leadership teams.</p> <p>Will continue to explore ways to expand Kagan Cooperative learning for campus and offer high quality professional learning opportunities throughout year.</p>	<p>Sign in Sheet for PD Identified Training needs for individual teachers from administrators' observations</p> <p>Lesson plan review</p> <p>Walkthrough protocol</p>

STRATEGIC STAFFING



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Strategic Staffing

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
June-August 2023	Hire high-quality staff.	Recruit and retain certified teachers with experience.	6/12/23 held job fair at WMAB for Travis Intermediate positions. June and July hired Travis administration with experience.	Review campus hiring status daily Observation data

INCREASE STUDENT ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Increase Student Engagement

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July/August 2023	Provide teachers with research based instructional resources and strategies to promote differentiation of instruction and engagement for all learners	Revised curriculum pacing guides in all core subject areas to include researched based instructional resources and strategies	Administrator Training 7/19 Teacher Training 8/2-8/4	Campus Administrators, District Content Coordinators, and Deputy Sup. of T&L Collaborative planning protocol to ensure the addition of resource based resources to planned lessons Walk-through protocol to identify use of research based resources and strategies

INCREASE STUDENT ENGAGEMENT



Strategy: Engage students through a variety of instructional opportunities, including social-emotional and academic learning to address the student as a whole.

- District programs that develop whole child
- Development of comprehensive curriculum
- Differentiated instruction
- Range of courses that address needs and interests
- Involve parents in vision and mission building of campus

INCREASE STUDENT ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Increase Student Engagement

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
August 2023	Strategic Scheduling - Protected time built into the master schedule at each campus for SEL Skills led by classroom teacher	To integrate the development of students' Social Emotional Learning (SEL) which would lead to mindsets that are ready to learn	Teacher and Administrator Training during August In-Service to connect the 'why' and value of SEL curriculum	Campus Administrator and School Counselors Monitor the effectiveness of the SEL standard to behavior improvement on campus and/or identify need for additional support/resources

FAMILY ENGAGEMENT



Strategy: Seek family involvement to support the campus vision at home.

- Develop family engagement plan for low performing schools
- Provide regular and relevant communication
- Parent workshops

FAMILY ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Family Engagement

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July-September 2023	Develop family engagement plan and communicate to parents.	Promote parent and family engagement at school-wide events.	List of engagement opportunities developed by parents and staff during the parent compact meeting. 6/27/23 Met with principals to be able to develop calendar of events that will be placed on the district master calendar.	Parent calendar Sign-in sheets Social media posts

FAMILY ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Family Engagement

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July-September 2023	Inform parents of the key points and use of MAP Growth and MAP Reading Fluency family guides and curriculum resources	Promote involvement through resources to help families understand the basics of the MAP Growth assessment and MAP Reading Fluency and support the math and reading needs of their child	Administrator training 7/20 Teacher training 8/2-8/4	Campus Administrators and District Testing Coordinator Parent communication Sign-in sheets

FAMILY ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Family Engagement

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July-September	Develop Parent/Student compact with parent representation from all campuses to identify key roles of parents, students, and schools in the education process of Greenville ISD.	Increase parent awareness of how they can support their students and partner with GISD.	07/28/23 Met with parents, campus administrators to develop compact.	Parent signatures Campus presentation Use of compact for communication



Human Resources

HUMAN RESOURCES



TARGET: By June 2024, The teacher turnover rate in GISD will decrease from 23.1% to 21% or below.

	Year 1 2022-2023	Year 2 2023-2024	Year 3 2024-2025	Year 4 2025-2026	Year 5 2026-2027
Teacher Turnover District %	21%	19%	17%	15%	13%

State turnover rate was 17% in 2023.

HUMAN RESOURCES



Objective: Support and retain teachers through the challenging early years of teaching to build strong school cultures rooted in trusting relationships between students and adults.

- Implement benefits and salary incentives that improve employee retention and attract quality applicants by implementing a strategic marketing plan to gain a competitive edge in recruiting and retaining highly qualified staff.
- Provide professional learning experiences to promote the growth, implementation of skills, and development of all employees.

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
April 2023	<ul style="list-style-type: none"> Presented pay increases for teachers 	<ul style="list-style-type: none"> Implement benefits and salary incentives that improve employee retention 	School board passed pay increases for staff	After all districts have reported their salary adjustments for the 2023-24 school year, GISD will perform a salary study to ensure we are aligned equitably
Summer 2023	Source, introduce and open an employee day-care with a discounted pay structure aligned with GISD salaries.	A safe and security environment for GISD employee children to be taken care of while GISD employees are at	Six employees have voiced a desire to have their child/children at the district day care facility. Working with code compliance to meet all guidelines to open the day care	M & O Timeline Walk Through and Survey will be made to ensure meeting the needs of the day care facility as well as the parents that have their

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May 22, 2023 and June 5, 2023	<ul style="list-style-type: none">• Implemented the role of Team Leader on each campus to ensure that every new teacher is supported• Developed a list of team leaders along side the principals and their roles and responsibilities• Brainstormed activities that support the need of our new hires for the year and complete the activity calendar	<ul style="list-style-type: none">• Campus Onboarding Team will strengthen our connections and create a sense of belonging; memorable experiences and personalized interactions will help staff members feel supported.	Team Leads are contacting new hires Training with Team Leaders will take place in August	Team leads on each campus and HR will continue contacting new hires as we prepare for the New Lion Orientation. Surveys and campus visit will seek new hire input on what they need, how TL are supporting and what they need on a day to day basis.

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May 22, 2023 and June 5, 2023	<ul style="list-style-type: none">Review the google doc that will be shared with New Hire contact information, campus, and grade/content levelReview District wide information that will be disseminated to all (New Lions Orientation, Badge/ Key Fob/ Email, Exchange Days, Safe Schools, Curriculum Schedule, Inservice days).	<ul style="list-style-type: none">Campus Onboarding Team will strengthen our connections and create a sense of belonging; memorable experiences and personalized interactions will help staff members feel supported.	Team Leads are contacting new hires Training with Team Leaders will take place in August	Team leads on each campus and HR will continue contacting new hires as we prepare for the New Lion Orientation. Surveys and campus visit will seek new hire input on what they need, how TL are supporting and what they need on a day to day basis.

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May 22, 2023 and June 5, 2023	<ul style="list-style-type: none">HR staff will 'office' on campuses to respond to questions pertaining to HR.	<ul style="list-style-type: none">Employees will have a personal connection/face with the HR representative that is responsible for providing the questions they have.Responses that occur same dayIdentify concerns on campuses rather than hearing about it after the fact.	TCalendar being established	Department bi-monthly meetings will discuss what was supported on campus, trends and brainstorm what HR as a department can do better for the employees of GISD



Finance

FINANCE



Objective: Secure funding required to meet current/forecast operational and capital expenses and related district needs.

- Engage broader community support for bond election through emphasis on shared tax load supported by facts-based information
- Share good news of financial success stories of GISD

FINANCE



Strategic Pillar: Finance

Strategy: Engage broader community support for bond election through emphasis on shared tax load supported by facts-based information

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May 2023	Board approved 2023-24 Budget	District able to open the school year with a balanced budget as we prepare for the new school year	New Budget opened to staff 7/10/23	Monthly department heads will present variance reports for the budget they are responsible for.

FINANCE



Strategic Pillar: Finance

Strategy: Engage broader community support for bond election through emphasis on shared tax load supported by facts-based information

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May 2023	*Participated in the oversight committee meeting for the Maintenance Tax note *Look for opportunities to participate in Coffee Chat and other district wide community meetings	Increase community awareness of the process to review work and invoices and distribution of funds	First meeting held 6/28 and subsequent meetings will be held monthly	Invoices and projects will be posted on GISD website for public review

FINANCE



Strategic Pillar: Finance

Strategy: Engage broader community support for bond election through emphasis on shared tax load supported by facts-based information

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July-August 2023	Will create “you may not know” series specific to shared tax load fact-based information modules	Increase community awareness	Creating modules Waiting on tax values	Will monitor feedback on social media of posting and address/respond as inquiries come in

FINANCE



Strategic Pillar: Finance

Strategy: Share good news of financial success stories of GISD

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July Forward	During Finance Staff meetings will identify one-three good news items and determine if the community would be interested in the content	Community engagement	Beginning process	Will monitor feedback on social media of posting and address/respond as inquiries come in

FINANCE GOAL



TARGET: The district will maintain a score of 98 or above on FIRST report until June 2024

FIRST Report History	2022	2021	2020	2019	2018	2017
	98	98	100	96	84	98

FIRST Report Annual Targets	Year 1 (2022-2023)	Year 2 (2023-2024)	Year 3 (2024-2025)	Year 4 (2025-2026)	Year 5 (2026-2027)
	98	98	98	98	98



Facilities

FACILITIES



Goal: Design and modernize innovative, aesthetically appealing facilities for current and future generations.

Objective: Develop and implement long-range facilities plan that includes new construction, updating infrastructure, and addressing ongoing maintenance.

- Develop a long-range facility plan
- Conduct facility assessment
- Create a facilities committee
- Schedule open meetings

FACILITIES



Strategic Pillar: Facilities

Strategy: Create Facilities Committee

Monitoring Window: May 2023 – October 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
June–October 2023, last Wednesday of the month	Tax Maintenance Note Oversight Committee identify other	Review and approve facility improvement payments for the Tax Maintenance Note Allow community	Committee reviewed and approved June 2023 payments Developing	Meet monthly and post progress of activities and payments online. Committee

FACILITIES



Goal: Design and modernize innovative, aesthetically appealing facilities for current and future generations.

Objective: Identify and prioritize campus beautification projects such as remodeling, landscaping, and furnishings.

- Develop facility specifications
- Upgrade facility interiors.
- Emphasize first impressions
- Improve restroom facilities

FACILITIES



Strategic Pillar: Facilities

Strategy: Develop Facilities Specifications

Monitoring Window: May 2023 – October 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July 2023	Approval of amendment to Corgan contract for engineering specifications for GHS boilers.	Boilers bid and installed per specifications.	Awaiting board approval in July 2023 with bid specifications to go out in early fall.	Bid packet to be distributed for proposals in fall of 2023.
August/September 2023	Develop a specification baseline for each of	Every GISD facility will meet a standard of upkeep that	Specifications being drafted	Walk through data will be evaluated to allocate resources

FACILITIES



Strategic Pillar: Facilities

Strategy: Emphasize First Impressions

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July 2023	Developed checklists for Grounds and Maintenance teams.	Grounds teams to use as final checklist for verifying all work completed for exterior beautification. Maintenance team to walkthrough with principal for building projects.	Checklists completed and approved by Grounds Lead Supervisor and Maintenance Director.	Weekly use of checklist by Grounds and Semester walkthrough checklist with principals.
August/September	meet with campus leadership teams to review the list and seek their input on other items they would like added to the checklist for review	When an employee plays an active role in determining what their workplace looks like, they will be more apt to want to come to work.	Meetings being schedule	List will be monitored monthly or after project is completed. Campus visits by WMAB staff will also include checking the items on these two lists.

FACILITIES



Strategic Pillar: Facilities

Strategy: Improve Restroom Facilities

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July 2023	All restrooms at the High School were repaired and are in working order	Welcoming facilities for students returning to campus.	Restrooms repaired and functioning for the start of the 2023-24 school year.	Staff will be stationed outside the restrooms to ensure compliance and that the facilities are maintained
July 2023	Plumbing at the Middle School was replaced and will allow for proper flow of water throughout the east wing restrooms	Working facilities for the restrooms that continued to clog at the end of the 2022-23 school year.	Restrooms will be functioning for the start of the 2023-24 school year	Staff will be stationed outside the restrooms to ensure compliance and that the facilities are maintained

FACILITIES



Strategic Pillar: Facilities

Strategy: Improve Restroom Facilities

Monitoring Window: May 2023 – August 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
July - August 2023	Six remaining campuses restrooms were inspected and are in the process of repairing the equipment that were not functioning at the end of the 2022-23 school year	Welcoming facilities for the students returning to campus.	Restroom repairs in progress	Staff will monitor and report any facility that is not functioning



Communication

COMMUNICATIONS



Goal: Communicate effectively with all stakeholders

Objectives:

- Increase use of ever-changing social media platform
- Identify multiple audiences and get their attention

Strategies:

- Promote all social media
- Tailor messages to specific audiences
- Share other GISD pages
- Create content to engage all audiences
- Conduct surveys to improve communication
- Create a sub-committee to monitor effectiveness

COMMUNICATIONS



Strategic Pillar: Communicate effectively with all stakeholders

Objective: Increase use of ever-changing social media platforms & establish a system to identify multiple audiences and get their attention

Monitoring Window: May 2023 – October 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
May 2023 - October 2023	Identify platforms that will provide analytics to track engagement. <ul style="list-style-type: none"> ● SMORE – newsletters ● Loomly - Social Media 	To determine which platforms are being viewed more frequently so that we can focus our content to the pages our readers are using to help increase engagement. A better informed GISD community	Implemented SMORE 1st of June Goal to accomplish within the first three months: an average of 4500 views weekly for our GISD newsletter. Implement Loomly July 2023	Use weekly analytics to track engagement and tailor our messaging/content to increase engagement. Ongoing survey results will be used to determine communication preferences and ideas for improving communication.
	Activate a GISD LinkedIn page to reach professional/education industry	Provide multiple options for stakeholders to find information Improve clarity with concise writing and visually appealing graphics to make readers want to revisit and share our content.	As of July 2023 = 135 followers	
	Create more succinct content to attract readers.			

COMMUNICATIONS



Date	Activity	Outcome Objective	Status	Monitoring Plan
<p>August 2023 - October 2023</p>	<p>Create a social media directory on the GISD website for campus, extra-curricular and district wide platforms.</p> <p>Create a sub-committee of students, staff and community to meet quarterly and monitor effectiveness of social platforms.</p>	<p>Provides a central location for all stakeholders to view all GISD campus and district social platforms available.</p> <p>Increased engagement & better communication with families, staff and community stakeholders</p>	<p>Launch August 2023</p>	<p>Use weekly analytics to track engagement and tailor our messaging/content to increase engagement.</p> <p>Timeline will be established and adhered to.</p>
	<p>Research effective ways for our website and social media pages to support our Spanish Speaking Parents.</p>	<p>A better informed GISD community</p> <p>GISD message heard/seen by an increased audience.</p> <p>Provide multiple options for stakeholders to find information</p>	<p>Meta Business (Facebook & Instagram) currently provides an internal translator to the users preferred language.</p> <p>New website host program (Finalsite), expected launch Spring 2024, will include Weglot, a third-party embedded translator to GISD website and will support “unlimited” languages.</p>	



Community Engagement

COMMUNITY ENGAGEMENT



Goal: Increase the involvement in district and community events

Objectives:

- Create events that allow community members to connect with all programs

Strategies:

- Utilize district calendar
- Identify/utilize campus/department PR Reps
- Invite ALL parents, staff and community members to ALL GISD events
- Conduct surveys to determine communication preferences

COMMUNITY ENGAGEMENT



Strategic Pillar: Increase the involvement in district and community programs

Objective: Develop a schedule of events that allows community members to connect with Lions from all programs

Monitoring Window: May 2023 – October 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
June 2023 - October 2023	<p>Create a system for campuses to enter their events/activities on a Google calendar that will automatically update on the GISD master calendar located on the website.</p> <p>Identify campus PR reps</p>	<p>Increased participation, awareness and attendance at GISD events</p> <p>Keep campus activities/events up to date</p>	Implement August 2023	<p>Delegate campus/departments access to Google calendars</p> <p>Meet in person quarterly</p>
	<p>Add a “Looking ahead” section to the weekly newsletter to promote community events, campus events and appreciation days.</p>		Implement August 2023	<p>Use weekly analytics to track engagement</p>



Thank you



Questions?