



# STRATEGIC ACTION PLAN

QUARTERLY UPDATE

APRIL 2024

# STRATEGIC PLAN PILLARS



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



# **Teaching and Learning**

**Academic Goals Update**

# TEACHING AND LEARNING



**Objective:** Create opportunity for deeper **learning and engagement** for every student by sharpening the skills of our instructional leaders.

- I. Lesson Alignment: Unpacking Standards/Knowledge & Skills
- II. Daily Lesson Objectives
- III. Observation and Feedback
  - A. video clips of classroom observations
  - B. coaching scripts
  - C. coaching video



# RELEVANT AND ENGAGING LEARNING



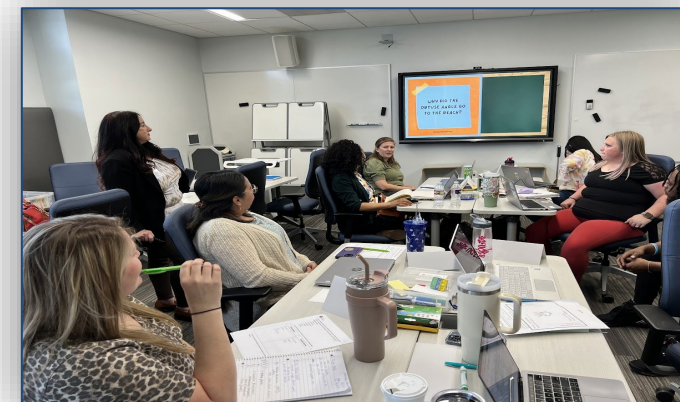
**Strategy:** Involve each student in relevant and engaging learning that fosters creativity and imagination through **use of high yield instructional strategies and direct classroom support**

## Writing Supports:

- ❑ ES, MS, HS Curriculum Coordinators
  - ❑ Extended/Short Constructed Response
- ❑ Jenny Martin
  - ❑ Targeted instructional support and professional development around writing strategies
  - ❑ Crockett, Carver, and Travis Intermediate

## Math Supports:

- ❑ Region 10 Math Academy
  - ❑ 6 GISD teacher leaders (3rd -5th)
  - ❑ Elem Math Coordinator
  - ❑ 3 day Math Academy K-5th (R10 providing stipends of \$350 for completers)

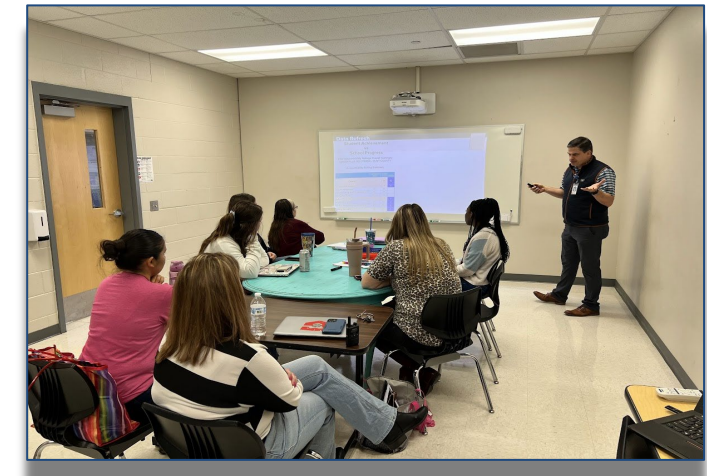


# DIFFERENTIATE INSTRUCTION



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

- ❑ Teacher collaboration for in depth conversations about data, instructional strategies, and planning instructional delivery.
- ❑ Focus on student progress and closing gaps
- ❑ Creation of interactive, classroom ready math lessons that mirror skills used during online testing.



“We have never pushed students thinking this far”

“Students really liked and understood math quicker and easier”

“This approach has helped me with clarity on what’s important”

“I like the attention to detail for me as a teacher and for students”

# CLOSING OUTCOME GAPS



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

- Rocking Review Strategies
- STAAR/EOC Boot Camps
- Tutoring:
  - Before or After School
  - Saturdays
  - All Students (Gen. Ed & Special Ed)



# CLOSING OUTCOME GAPS



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

## **Inclusive Practices and Special Projects:**

### Bilingual Education

- Community engagement efforts for Emergent Bilingual families
- Expanding Bilingual courses for EB and Newcomers



# CLOSING OUTCOME GAPS

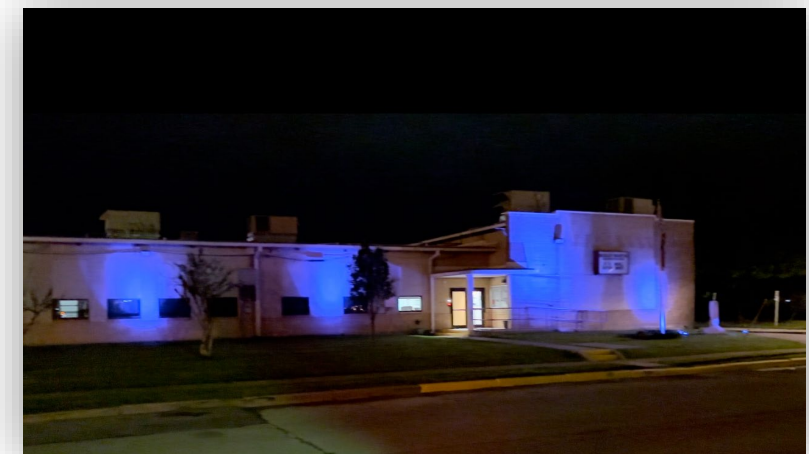
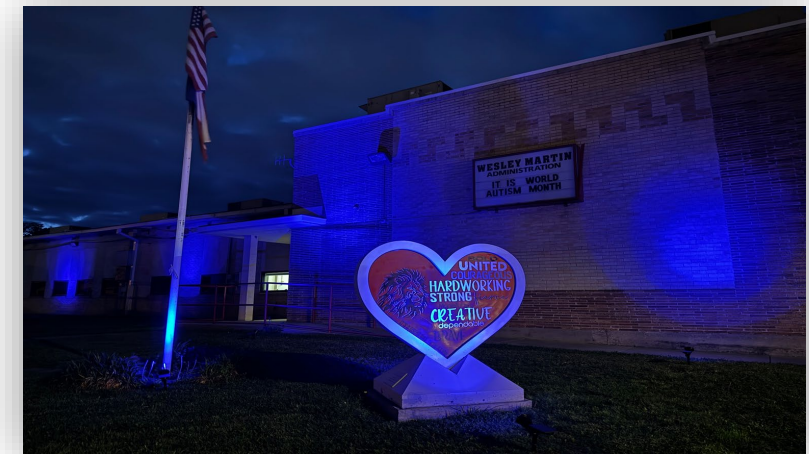


**Strategy:** Ensure continuous growth in all content areas to **close the outcome gaps.**

## Inclusive Practices and Special Projects:

Special Education:

- Establishing a GISD Project Search Program
- Autism Awareness Month





# Priority Schools

Goals & Updates

# Priority Schools: Professional Development



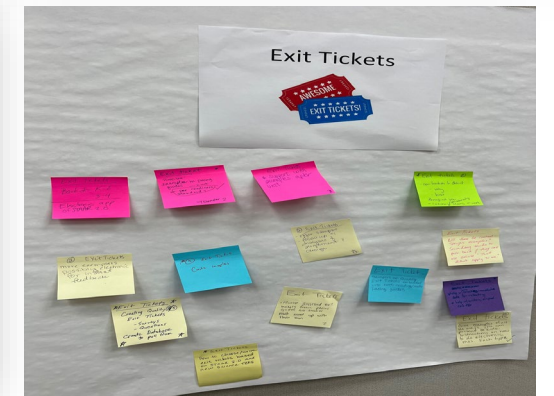
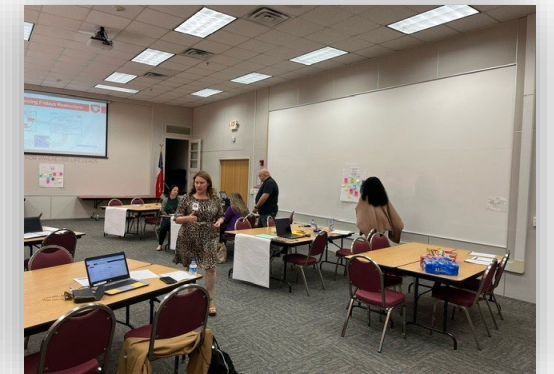
**Strategy:** Provide higher quality instruction through **high quality professional development.**

## Areas of Focus

- Know/Show Charts
- Exit Tickets
- Exemplars
- Aggressive Monitoring

## Campus Support

- Coaching
- Alignment across campuses
- More PD opportunities for summer and August





# Human Resources

# 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.

# Professional Learning Experiences



## Study Resources Provided

- STR 293 - <https://www.tutoringez.com/str-bundle-purchase>
- PPR 160 - <https://www.tutoringez.com/ppr-bundle-purchase>
- Core EC-6 391 - <https://www.tutoringez.cm/ppr-bundle-purchase>
- ESL 154 - <https://www.tutoringez.com/esl-bundle-purchase>
- Freebies - <https://www.tutoringez.com/freebie-videos>
- 240 Tutoring Free <https://www.240tutoring.com/texas-prep/core-subjects-ec-6-practice-test/>
- Region 10 hosted a prep courses for ESL and EC-6 Certification
- HR visits with new teachers on campus



# JOB FAIR-A&M-Commerce



**Texas A&M-Commerce Teacher Job Fair - March 20**

**Visited with 19 teacher candidates.**



# JOB FAIR-Jarvis Christian University



**Jarvis Christian University Job Fair - April 4**

**Visited with 15 candidates**







**Communication**

# Communications



**Goal:** Communicate effectively with all stakeholders

**Objectives:**

- Increase use of ever-changing social media platforms
- 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



- Continued efforts to create engaging content on social media platforms
  - **We are posting less but have a +35% reach, +20% engagement and +80% followers from previous 90 days on Facebook**
- Weekly scheduling for posting to ensure adequate exposure
- Launched **Peachjar** for digital flyer distribution in March
  - Premier platform uniting schools, parents and community members
  - Parents can easily access important information & resources from their campus & community w/ call to action buttons
  - Flyers sent via email & posted to campus & district flyerboards
- Continue tracking engagement w/analytics and responding to comments when necessary with factual information
- **Launch new GISD website design - April 2024**



# 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



- Continued use of online Google Calendar
- What's Roaring - share your story!
- Peachjar digital flyer distribution format
- Coverage Request - graphic design, video, photography, event coverage and promotion

# Community Engagement



Greenville High School April 03, 2024

5:30 P.M. - 7:30 P.M.

# E3

ECLIPSE EDUCATION EXPO

Mag Science Pizza Hut Frontiers of Flight Museum Brookshire's food & pharmacy Greenville Per[O] Museum of Science and Space exos Aerospace

# #HEARUS ROAR

[www.greenvilleisd.com](http://www.greenvilleisd.com)



**Questions?**





**Thank you**