



STRATEGIC ACTION PLAN

QUARTERLY UPDATE

JANUARY 2024

STRATEGIC PLAN PILLARS



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



Teaching and Learning

Academic Goals Update

TEACHING AND LEARNING



Objective: Create a viable curriculum that guides the implementation of deeper learning and engagement for every student.

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

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
- Job embedded professional development
- Direct classroom support

RELEVANT AND ENGAGING LEARNING



Strategic Pillar: Teaching and Learning

Strategy: Relevant and Engaging Learning

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	Monitoring the implementation of the revised curriculum framework Posting of weekly curriculum Watch-Fors	To create a framework that encompasses best practices for closing achievement gaps and ensuring relevant and engaging learning experiences for all students	T&L team conducted 400 learning and engagement walkthroughs to ensure implementation of revised curriculum framework: <ul style="list-style-type: none">● Consistent use of pacing guides and district approved curriculum● Weekly lesson plans posted in Forethought● Use of district approved HQIM● Learning expectations posted● Effective classroom management● Students engaged in learning	Campus Administrators, District Content Coordinators, and Deputy Sup. of T&L “Watch For” document provided to administrators for curriculum monitoring and pacing Walk-through data used to evaluate teachers in need of additional training

RELEVANT AND ENGAGING LEARNING



Strategic Pillar: Teaching and Learning

Strategy: Relevant and Engaging Learning

Monitoring Window: September - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	Implement Multilingual Acculturation Studies for Newcomers course at New Horizons Learning Center	To provide newcomers with an 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	*POSTPONED Curriculum planning with course instructor underway to establish the best entry point for the course. Drafting of course outline Spring 2024 Targeting August 2024 Collaboration efforts underway with UNT and TAMUC for internships or residency opportunities for ESL and Bilingual teachers within GISD.	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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	Small group instruction that targets individual student learning needs.	<p>To provide individualized data more frequently to drive targeted small group instruction</p> <p>Revised assessment schedule to address everchanging academic needs of students in core content areas K-12</p>	<p>Skills checks and unit assessments have been conducted on a consistent basis (7-10 days average).</p> <p>Data from assessments are driving data talks during weekly PLC meetings following formative and summative assessments.</p> <p>Instructional adjustments are made on an ongoing basis based on student needs performance.</p> <p>Interim Assessment February 2024</p>	<p>Campus Administrators, Content Curriculum Coordinator, District Testing Coordinator</p> <p>Track and review skills check and unit assessment data</p>

DIFFERENTIATE INSTRUCTION



Strategic Pillar: Teaching and Learning

Strategy: Differentiate Instruction

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	Creation of Collaborative Planning Protocol with the support of a universal weekly lesson plan template that prioritizes differentiated instruction and allows for campus and district level collaboration	Increased focus on differentiated instruction and tiered interventions to meet the needs of all learners	Weekly Professional Learning Communities (PLC) occur at each campus by grade level or core content area. Focus on data review and planning for instructional delivery Average of 50 -90 minutes per day of tiered intervention is provided on each campus Tracked through lesson plans and/or documentation logs	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: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Embed SEL concepts into ELAR/Social Studies curriculum pacing documents	To integrate the development of students' Social Emotional Learning (SEL) which would lead to mindsets that are ready to learn	All campuses and grade levels have facilitated a minimum of 7 SEL guidance lessons. Elementary topics: Respect, Responsibility, and Gratitude. Secondary topics: Community, Values, and Personal Values.	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: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 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.	Development of instructional action plans following data analysis protocols to assist with: <ul style="list-style-type: none">● Modifying lesson plans for reteaching/clarifying● TEKS spiraling● Small group instruction● Classroom walkthroughs	Campus Administrators, Content Curriculum Coordinator, District Testing Coordinator Monitor the implementation of the PLC Campus walkthrough observations

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 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	Protected time for intervention and specialized instruction (AI, RTI, small group, tailored intervention lessons) <ul style="list-style-type: none">Elementary - Intervention BlockIntermediate – Advisory PeriodMiddle School – B ClassesHigh School – Advisory Period	Campus Administrators, District Testing Coordinators Walk through protocol Review of lesson plans, RTI documentation and accelerated instruction documentation

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September/December 2023	MAP Growth: K-8th grade universal screener in Reading, Language Usage and Math	To provide teachers and administrators with real time data to drive targeted instruction at the student level	Universal screener (BOY, MOY, EOY) Progress monitoring (bi-weekly monitoring) MOY assessment window opens in January 2024. Data Disaggregation meetings for the MAP Growth universal screeners conducted by deans along with grade level teacher teams to make targeted instructional decisions	Campus Administrators, District Testing Coordinator Monitor student participation in the use of assessment and practice/instructional support online programs

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	Progress Learning - Education Galaxy: online practice and instruction for K-8th grade students in core subject areas	To provided individual student data to guide small groups, tiered instruction and accelerated learning	Progress Learning - Education Galaxy is used by teachers and students on an ongoing basis to reinforce grade level standards <ul style="list-style-type: none">o Whole group instructiono Small group instructiono Interventiono Individual practiceo TEKS specific assignmentso Enrichment for above level support	Campus Administrators, District Testing Coordinator

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	Progress Learning - Lift Off: online intervention support for Reading and Math for 2nd-8th grade	To provided individual student data to guide small groups, tiered instruction and accelerated learning	Progress Learning - Lift Off interventions support students based on their individual needs according to universal screener results. Students participate in the use of the program on a weekly basis Data is recalibrated after each screener	Campus Administrators, District Testing Coordinator

CLOSING OUTCOME GAPS



Strategic Pillar: Teaching and Learning

Strategy: Closing the Outcome Gap

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023 - December 2023	MAP Reading Fluency: K-5th grade Reading assessment and progress monitoring tool	To provided individual student data to guide small groups, tiered instruction and accelerated learning	MAP Reading Fluency is our reading screener and a progress monitoring tool for Reading Rtl. Students participate in progress monitoring on a bi-weekly basis	Campus Administrators, District Testing Coordinator



Priority Schools

Goals & Updates

PRIORITY SCHOOLS



Objective: Elevate student performance at our lowest performing campuses

- Strategic Staffing
- Increase Student Engagement
- Family Involvement

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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Develop strategic staffing plan for low performing campuses.	Additional support for teachers with lesson planning, classroom management, and instructional delivery to increase student achievement.	<p>Principals at Bowie, Carver, Crockett, Lamar, Travis and GMS participating in professional learning on coaching with Region 10. Principals are conducting walkthroughs with feedback/coaching provided to teachers to improve instruction.</p> <p>Campus principals have attended Texas Instructional Leadership training at Region 10 in October, November, and December with a heavy focus on coaching and teacher feedback through the ESF grant.</p> <p>Additional trainings are scheduled each month through April. Topics include: Unpacking Standards, Coaching Lesson Alignment, Creating Exit Tickets, and Aggressive Monitoring.</p>	<p>Campus Administrator, Director of HR, Deputy Sup. of Administration</p> <p>Staffing formulas</p> <p>Position control</p> <p>Walkthrough protocol</p> <p>Lead action plans</p>

STRATEGIC STAFFING



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Strategic Staffing

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	High quality professional development.	To provide teachers with research based teaching strategies to promote engagement for all learners	<p>Strategic planning with 4th and 7th grade math during teacher planning day in November.</p> <p>Collaborative planning scheduled for ELA teachers with content coordinators for extended constructed responses (ECR) on January 12.</p> <p>Sessions are scheduled for both elementary and secondary teachers.</p>	<p>Sign in Sheet for PD</p> <p>Identified training needs for individual teachers from administrators' observations</p> <p>Lesson plan reviews</p> <p>Walkthrough protocol</p>

STRATEGIC STAFFING



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Strategic Staffing

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Hire high-quality staff.	Recruit and retain certified teachers with experience.	Teacher Social scheduled with TAMUC candidates on December 15, 2023. This resulted in two teachers and one paraprofessional being hired.	Review campus hiring status daily Observation data

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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 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	All campus schedules have time integrated into schedules for Character Strong Curriculum to be delivered. At Elementary this is done by the Counselor and during guidance Assistant Principals trained on Bullying investigations in November. Redesign Bullying webpage on District website. This was completed in October and is now active.	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

INCREASE STUDENT ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Increase Student Engagement

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 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	Data indicates a downward trend in overall behavior infractions. Number of physical altercations is down from previous year.	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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Develop family engagement plan and communicate to parents.	Promote parent and family engagement at school-wide events.	Campus events are shared on District calendar and through campus newsletters. Special Education Family night held in October All Pro Dads draft night held in November Literacy Night (Crockett), Family Movie Night, Coffee with the Principal (Travis Intermediate), All Pro Dads, Thanksgiving lunches, PTA meetings	Parent calendar Sign-in sheets Social media posts

FAMILY ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Family Engagement

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Develop family engagement plan and communicate to parents.	Promote parent and family engagement at school-wide events.	6 All Pro Dad campus meetings have been held with an additional 15 scheduled in the future	Parent calendar Sign-in sheets Social media posts

FAMILY ENGAGEMENT



Strategic Pillar: Teaching and Learning - Priority Schools

Strategy: Family Engagement

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 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	MAP testing window for middle of year is scheduled January 22nd - February 1st. Principals will include information in parent newsletters/emails prior to sending out.	Campus Administrators and District Testing Coordinator Parent communication Sign-in sheets



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% Actual 31%	19%	17%	15%	13%

**State turnover rate was 17% in 2021-2022 school year.
State turnover rate is 21% for the 2022-23 school year.**

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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
Fall 2023	Providing resources for teachers to pass certification exams	To have highly qualified and certified teachers in our classrooms.	Certification prep programs have been provide to our teachers	HR visits with DOI teachers on regular basis to monitor their progress
Fall 2023	Source, introduce and open an employee daycare 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 work.	Daycare has opened and now has over 30 employees using the daycare	Feedback: See next slide

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention -Daycare Feedback

Monitoring Window: September 2023 – December 2024

- The daycare has been great for my kids! The staff is always giving us updates. We were low on diapers in my boy's backpack, and they took the initiative to give us a call and let us know. If it wasn't for y'all we wouldn't be able to put them in daycare and let them play and experience having fun with the kids at this age.
- I have been extremely pleased- my girls started going at the end of summer when it first switched over and both loved it. Now my 4 year old rides the bus there from LP 3 days a week and loves the staff and the other kiddos there. My 7 year old has gone again on the Fridays that we have had planning days and has enjoyed it both times. The staff are all friendly and caring. I really am so thankful they have opened and it relieved a huge weight on trying to organize child care- especially when we had inservice and when we have workdays. And I may or may not be a little excited to be able to take them a couple days when we have breaks so I can enjoy a day or 2 off!
- Daycare has been going well for my 2, hopefully my oldest can start getting ready for head start. I know that Britney is doing a great job getting things up and running at the new facility. Also changing a lot things from the previous daycare she bought enrollment from. (which is where my little one was going before and I had concerns with). I will say she needs HELP, I think she needs two more teachers. It's a lot to be a teacher but with the littles all day it's a lot on them. I let Mrs. Pitt know to keep an eye out for some seniors with co-op that might need a job and would want to go work for her half a day.

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention -Daycare Feedback

Monitoring Window: September 2023 – December 2024

- My son is enrolled at the Lil lion's daycare and Brittany and her team have been nothing but fantastic with my son. My son has numerous allergies to Gluten, Dairy, seasonal allergies.. you name it. His allergies cause him to break out in hives, have stomach issues, and horrible congestion and the Lil lions' staff have ALWAYS been super accommodating! My son is excited to go to daycare everyday. He is really chatty for being 2 and says hello to every staff member like they are family, and everyone is super kind to him as he walks down the halls. We never have any problems when we drop off or pick up and I truly believe that my child is in the BEST possible hands while I am at work. The staff does a fantastic job of communicating with me on a daily basis about what my son has done that day, what's happening that week and any future plans, which as an expecting mom and a mother of 2 already I appreciate that there are no surprises. In my opinion the Lil lions daycare is an asset to GISD and a complete benefit to GISD employees!
- I love the daycare! They are very attentive and caring.
- Our two children (school age) are doing well with the transition back to a daycare setting. They only attend during our staff days. The caregivers/teachers are caring. Upon entering the building, we are greeted by name. I do think the school age room does need a little more structure so it would not look like the kids are just kind of doing their own thing(sometimes it looks chaotic) but otherwise our children are good at Little lions.

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	<p>Implemented the role of Team Leader on each campus to ensure that every new teacher is supported</p> <p>Developed a list of team leaders along side the principals and their roles and responsibilities</p> <p>Brainstormed activities that support the need of our new hires for the year and complete the activity calendar</p>	<p>Campus Onboarding Team will strengthen our connections and create a sense of belonging; memorable experiences and personalized interactions will help staff members feel supported.</p>	<p>Team leads meet on planning day with new staff</p> <ul style="list-style-type: none"><input type="checkbox"/> September 1st, 22nd<input type="checkbox"/> October 13th<input type="checkbox"/> November 10th	<p>Team leads on each campus and HR will continue contacting new hires as we prepare for the New Lion Orientation.</p> <p>Surveys and campus visit will seek new hire input on what they need, how team leads are supporting and what they need on a day to day basis.</p>

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	<p>Review the google doc that will be shared with New Hire contact information, campus, and grade/content level</p> <p>Review District wide information that will be disseminated to all (New Lions Orientation, Badge/ Key Fob/ Email, Exchange Days, Safe Schools, Curriculum Schedule, Inservice days).</p>	<p>Campus Onboarding Team will strengthen our connections and create a sense of belonging; memorable experiences and personalized interactions will help staff members feel supported.</p>	<p>Planning days have been helpful for new teachers according to Team Leads</p> <ul style="list-style-type: none">❑ Carver –Ms. Phillips Visited with new Teachers on the Carver Campus Fall of 2023. All feedback was positive, however most specifically pointed out that the members of the Onboarding Teams made them feel welcomed and continue to be resources for them throughout the semester.	<p>Team leads on each campus and HR will continue contacting new hires as we prepare for the New Lion Orientation.</p> <p>Surveys and campus visit will seek new hire input on what they need, how team leads are supporting and what they need on a day to day basis.</p>

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	<p>Review the google doc that will be shared with New Hire contact information, campus, and grade/content level</p> <p>Review District wide information that will be disseminated to all (New Lions Orientation, Badge/ Key Fob/ Email, Exchange Days, Safe Schools, Curriculum Schedule, Inservice days).</p>	<p>Campus Onboarding Team will strengthen our connections and create a sense of belonging; memorable experiences and personalized interactions will help staff members feel supported.</p>	<p>GHS– Ms. Phillips Visited with new Teachers on the GHS Campus Fall of 2023. Amber Davis has been a tremendous resource and wealth of knowledge. She checks on all new staff – not just Teachers!</p> <p>LPW –The staff at LPW have valued Ms. Roxanne Davies for a while, however in her new role as Onboarding Team Lead she’s gone above and beyond to ensure she touches base with new staff on a regular basis.</p>	<p>Team leads on each campus and HR will continue contacting new hires as we prepare for the New Lion Orientation.</p> <p>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.</p>

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Retention

Monitoring Window: September 2023 – December 2024

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	HR staff will 'office' on campuses to respond to questions pertaining to HR.	Employees will have a personal connection/face with the HR representative that is responsible for providing the questions they have. Responses that occur same day Identify concerns on campuses rather than hearing about it after the fact.	Tuesday, Wednesday, Thursday (HR on campuses) Felecia Phillips has spend at least 3 days at Lamar, Carver, GHS, LPW, and Bowie this fall semester	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

HUMAN RESOURCES



Strategic Pillar: Human Resources

Strategy: Recruitment

Monitoring Window: September 2023 – December 2024

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	<p>Update the District website to attract highly qualified talent.</p> <p>Host District Job Fairs: monthly for Auxiliary Staff in conjunction with local Workforce Solutions Center, and a Teacher/Professional social on December 15th.</p> <p>Universities partnerships</p>	<p>The HR page will have a constant push on recruitment with targeted videos, easy navigation, evidence of community engagement, and showcasing our authentic story that will resonate with the audience.</p> <p>To hire quality candidates and give our principals a chance to visit with teacher prospects</p> <p>Build a pathway from universities to the district for all positions</p>	<p>Working with communication department on the website and updated videos</p> <p>Hired two teachers and a paraprofessional from this event.</p> <p>Initial visits completed with Texas A&M-Commerce, Jarvis Christian College, and Texas Women’s University (Bilingual teacher hired from visit with A&M)</p>	<p>Meetings to review website.</p> <p>Onboarding teams will welcome and be a resource for new staff</p> <p>Monthly visits with universities</p>



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: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
November 2023	2022-2023 Annual Financial Audit	Increase community financial awareness with the annual final audit report and good news from auditors	Completed in November 2023	Will continue to ensure that information and ideas given from the auditors is put into effect

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: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Participate in the oversight committee meetings for the Maintenance Tax Note Series 2023	Increase community awareness	Continually update MTN web page with current expenditures as they occur	Will monitor any feedback from the committee and community and response and address those inquiries as they come

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: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	Budget amended and approved at \$100,000 homestead tax values and lowest tax rate in over 20 years	Increase community awareness	Completed as of November 2023	*Continuing to monitor the state template to ensure we are on track with our revenues *Monitoring expenditures monthly

FINANCE



Strategic Pillar: Finance

Strategy: Share good news of financial success stories of GISD

Monitoring Window: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	During Finance Staff meetings will identify one-three good news items and determine if the community would be interested in the content	Community engagement	Q&A page added to the Finance web page	Will monitor feedback given from community and within the district to ensure specific needs and concerns are being addressed

FINANCE



Strategic Pillar: Finance

Strategy: Share good news of financial success stories of GISD

Monitoring Window: September 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023	FIRST Report Scores of at least 98	Financial transparency, stability and accountability	Completed as of December 2023	Continue to review indicator of the FIRST report for future scores to ensure we are able to meet the 98 score

FINANCE GOAL



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

FIRST Report History	2023	2022	2021	2020	2019	2018	2017
	100	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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September - December 2023 (last Wednesday of the month)	<p>Tax Maintenance Note Oversight Committee</p> <p>Identify other committees that will enhance the perception of facilities' progress</p>	<p>Review and approve facility improvement payments for the Tax Maintenance Note</p> <p>Allow community to see the work being put in to maintain our current facilities and for the staff to be recognized for their hard work</p>	<p>Committee reviewed and approved September, October, November, and December payments</p> <p>Developing project progress reports that will be provided to committees to monitor, make suggestions and to report on</p>	<p>Meet monthly and post progress of activities and payments online.</p> <p>Committee recommendations will be reviewed by M & O staff Reports by committee will be analyzed to identify projects that should be shared with the community</p>

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: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
December 2023	Approval of amendment to Corgan contract for engineering specifications for GHS HVAC system.	HVAC bid and installed per specifications.	Awaiting board approval in December 2023 with bid specifications to go out in early spring.	Bid packet to be distributed for proposals in spring of 2024.
November - December 2023	Revise developed specification baseline for each of the campuses that will be part of the walk through process for administrators and lead custodial and maintenance personnel	Every GISD facility will meet a standard of upkeep that ensures that every facility is maintained within standards that will ensure every facility is maintained to the same standards	Specifications being revised after testing	Walk through data will be evaluated to allocate resources to meet the needs of the standards determined

FACILITIES



Strategic Pillar: Facilities

Strategy: Develop Facilities Specifications

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
November 2023	Field Trip with MTN Committee members to all three construction sites for renovation/portables in project to see progress/planning.	Visual oversight for committee members, opportunity to consult with architect and contractor, and check on progress to date.	Trip completed. Will periodically take a field trip as members feel necessary to review scope and progress of work.	MTN Committee will be able to make site visits as they feel are needed to verify completion of work.
November - December 2023	Added a Preventative Maintenance/Energy Efficiency Technician position to monitor and carry out tasks related to proper PM and Energy Efficiency strategies. Including creating written guidelines.	Shift district from being reactive to proactive in preventative maintenance and energy efficiency. Setting specifications for both PM and energy management.	Maintenance worker hired for the position (must transition from current maintenance position). Initial training to begin in January.	Employee will do regular walkthroughs with campus administrators, work with maintenance workers on PM issues, and consult with central admin. on progress.

FACILITIES



Strategic Pillar: Facilities

Strategy: Develop Facilities Specifications

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
November - December 2023	Updating HVAC and boiler inventories, revising 10 year plan as needed, monitoring 5 year costs of maintenance department.	Create a more accurate inventory with equipment specifications and an improved 10 year plan with better budget projections.	Initial phases of data gathering and assignment of personnel to complete tasks this spring.	Ongoing additions to budget information as purchases are made and inventory updates as equipment purchased.
October – December 2023	Adjustments to custodial supervisor staffing	Establish written custodial specifications, equipment inventories, training guidelines, and chemical/supply purchases that can be communicated to campus principals.	The Operations intern is working with custodial and maintenance staff to put these documents into writing, translate to Spanish, and centrally house the data.	Annual overview with custodial supervisor and update of documents. Annual disbursement to campus principals.

FACILITIES



Strategic Pillar: Facilities

Strategy: Develop Facilities Specifications

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
November-December 2023	Initial discussions with Corgan Associates regarding revision of specifications both pre and post bond election	To find district facility solutions acceptable to the community and beneficial to students and staff for district's future	Corgan working on potential design changes for board consideration at a future date	District administration and the Board will have opportunities to discuss plans and potential for moving forward

FACILITIES



Strategic Pillar: Facilities

Strategy: Emphasize First Impressions

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
December 2023	Revise checklists for Grounds and Maintenance teams after leadership changes of lead grounds position.	Grounds teams to use as final checklist for verifying all work completed for exterior beautification. Maintenance team to walkthrough with principal for building projects.	Revised checklists under review by Grounds Lead Supervisor and Maintenance Director.	Weekly use of checklist by Grounds and Semester maintenance walkthrough checklist with principals.
November - December 2023	Preventative Maintenance Technician hired	Conduct walk through with principals to note issues from campus perspective (with focus on first impressions)	Meetings being schedule	Will consult with principals, produce work orders, and follow up notations on next walk through

FACILITIES



Strategic Pillar: Facilities

Strategy: Emphasize First Impressions

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
November 2023	Heart sign added at WMAB. Maintenance installed, GHS Art Students painted sign. Goes with theme: Hearts of Hunt County	Beautification of facility and tie in with theme across county	Painted by GISD students and installed by maintenance. Completed	Grounds will check display when mowing the facility to see if it is in good repair.
November 2023	Parking lot and curb repair at Lamar Elementary and Greenville High School	Improve visual and driving experience when entering GISD facilities	Repairs completed over Thanksgiving break	Campus walk throughs, grounds reports, and work order systems. Project oversight by maintenance department personnel.

FACILITIES



Strategic Pillar: Facilities

Strategy: Emphasize First Impressions

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
November 2023	Parking lot and building light bulb replacement and repair.	Safer, well-lit entrances to parking lots and buildings (especially with the time change)	Completed	Work order system and monthly inspections.
December 2023	Formation of campus beautification committees \$1,000 each campus	Campuses will determine how to spend \$1,000 toward beautification	Committees being formed for spring expenditures	Maintenance/Grounds will assist in implementation and upkeep of beautification projects

FACILITIES



Strategic Pillar: Facilities

Strategy: Improve Restroom Facilities

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
September 2023	Replaced three station hand wash sinks in all restrooms at Carver and Lamar Elementaries.	Updated appearance and ease of finding parts for outdated equipment	Sink replacement completed and functioning.	Plumbing staff make periodic checks to verify sinks are functioning properly.
November 2023	Girls Restroom at GHS CTE building replumbed to guarantee proper ventilation and drainage.	Working facilities for the restrooms that continued to clog at beginning of 2023-24 school year.	Project completed	Contractor installed with oversight of GISD maintenance staff
November–December 2023	Purchase and training on imop equipment for custodial services to improve cleaning of tile floors in district restrooms.	Cleaner, better smelling restroom facilities across the district	Purchase of initial units and training of all custodial staff completed.	Restroom inspections will become a part of the maintenance/custodial department walk through with principals.

FACILITIES



Strategic Pillar: Facilities

Strategy: Improve Restroom Facilities

Monitoring Window: September 2023 – December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
December – January 2023	Restroom repairs to overhaul failing plumbing in walls and under slab at HEC (front hall) and Carver Elementary (gym) restrooms.	Mitigate damage to walls and improve sewage drainage in existing restroom facilities.	Restroom repairs in progress	Staff will monitor and report any facility that is not functioning
December – January 2023	The Superintendent's Sounding Board has adopted painting GHS restrooms as a volunteer project for the year.	Cleaner, nicer looking restroom facilities at GHS. Student-led project to help with student support of keeping restrooms clean.	Maintenance is getting information to students on gallons/type of paint for donations to project. Painting to begin in 2024.	The district's painter will work with students to oversee the project and provide assistance when needed.



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



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>	

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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	Create a schedule (goal: 1 -3 posts a day) for posting to social media and website to ensure posts are getting adequate exposure.	<p>Increased student, family, staff and community engagement</p> <p>Increased pride in GISD for all stakeholders</p> <p>A better informed GISD community</p>	<p>September 1 - December 31: Facebook has 408 reached 239,000.</p> <p>Instagram has 190 new followers and reached 5000 individual users.</p> <p>28,756 impressions on "X" (formerly Twitter)</p> <p>LinkedIn (professional social media staff/future staff - 20 new followers - total 160</p>	<p>Use weekly analytics to track engagement and tailor our messaging/content to increase engagement.</p> <p>Social listening - monitor integrity of district as a whole on social media.</p>

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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	<p>Continue creating concise content and compelling graphics to engage a diverse audience.</p> <p>Use social media resources to interactively engage our audiences, including polls, hashtags, and clickable short-links.</p>	<p>Posts vary to include videos, static images/graphic and stories to capture viewers attention.</p> <p>Increased student, family, staff and community engagement.</p> <p>To make readers want to revisit and share our content.</p>	Across the board social media interaction has increased 35% since this time last year.	<p>Use weekly analytics to track engagement and tailor our messaging/content to increase engagement.</p> <p>Review comments within individual posts.</p>

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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	Collaborate with local and regional media outlets by sending informational and inspiring GISD stories to share on their platforms.	Increase GISD presence across multiple social media outlets. To make readers want to revisit and share our content.	Hunt County Theft Reports: 250K followers Northeast Texas Media: 67K followers Herald Banner: 32K followers Reestablished connection with Regional stations: WFAA 8, FOX 4, NBC 5 & KTVT 11	Use weekly analytics to track engagement and tailor our messaging/content to increase engagement. Review comments within individual posts.



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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	Launched NEW online Google calendar where you can see events happening across the district - all in one place. www.greenvilleisd.com/districtcalendar .	Increase participation, awareness and attendance at GISD events Keep campus activities/events up to date A better informed GISD community	Identified campus representatives and work with them to keep their campus calendars updated.	Bi-monthly checks/updates

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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	Redesign of weekly GISD newsletter with new content to minimize duplication from previously posted stories/information. Created a submission option for teachers/staff called What's ROARING? (Google form)	Increased student, family, staff and community engagement. Increased pride in GISD for all stakeholders A better informed GISD community.	Exploring other eblast platforms: School messenger, mail chimp, constant contact, etc.	Weekly publication Include random polls to engage readers and determine viewing/reading.

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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	Community events planned/completed: Golden Lions 8/31 Back the RWB - 9/11 Veterans Day 11/9 Future plans: Spring Golden Lions event Chamber	Increased participation, awareness and attendance at GISD events.	Record attendance at all 3 events. Golden Lions - 120 attend with a wait list. Back the RWB - over 75	Post event debrief for future planning purposes.

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: October 2023 - December 2023

Date	Activity	Outcome Objective	Status	Monitoring Plan
October 2023 - December 2023	Created a Linktree account which is a tool that provides a simple way to share multiple links through a single clickable link.	One stop shop for important and highly visited pages, documents, et. Ex. Website, social platforms, yearly calendar, athletic schedules and most recent news stories.	The link has been posted to all GISD social media accounts.	Update weekly top stories and add additional links as necessary.



Thank you



Questions?