

Grand Saline Independent School District

Grand Saline Intermediate School Plan of Action

2019-2020



Vision Statement

Changing the World One Student at a Time

Mission Statement

The Grand Saline Independent School District, in partnership with parents, community members and businesses, provides a safe, caring and motivational learning environment enabling all students to reach their educational, social and emotional potential. These factors empower graduates to become life-long learners, which in turn allow them to be globally competitive, successful, productive patriotic members of an ever-changing society.

The District Site-Based Decision-Making Committee collaboratively developed the District Plan of Action. In 2015, the President signed the Every Student Succeeds Act, a reauthorization of the ESEA of 1965. ESSA replaces its predecessor, the No Child Left Behind Act (2001). The 2001 National Performance Goals have been adopted by the district and are reflected in the District Plan of Action. The following funding sources support the objectives and strategies identified in the District Plan of Action: Title I, Part A; Title I, Part C; Title II, Part A; Title III; Title V; Special Education; Head Start; Gifted & Talented; State Compensatory Education; Instructional Materials Allotment (IMA); and Local.

Board Approved on: _____

Intermediate Campus Site-Base Committee Members

- Mandy Mize, Non-Teaching Professional, Chairperson
- Joe Perritt, Non-Teaching Professional
- Tina Grogg, Non-Teaching Professional
- Twillia Tevebaugh, Intermediate School Teacher
- Cne' Guy, Intermediate School Teacher
- Crystal Barton, Intermediate School Teacher
- Tammy Barber, Intermediate School Teacher
- Debby Morse, DCSI
- Michelle Countryman, Business member
- Brittany McSchooler, Parent Representative

Comprehensive Needs Assessment

The following sources provided data for the comprehensive needs assessment. An in-depth review of data led to the development of the goals, objectives, and strategies included in the Campus Plan of Action.

- Longitudinal TAPR data
- Longitudinal academic performance data for non-TAPR student groups
- TELPAS, PBMAS, STAR, STAAR, and System Safeguards
- Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data
- Staffing Needs
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Informal Evaluations

Findings: 2018 Closing the Gaps Status Table

1. State: Reading –White 59%, ELL 19%, Continuously Enrolled 45%, Non-continuously Enrolled 40%
2. State: Math-White 46%, ELL 26%, Non-continuously Enrolled 42%
3. STAAR component-All Students 45%, Hispanic 39%, White 46%, Continuously Enrolled 45%, Non-continuously Enrolled 41%

GSI students have limited experiences to draw from, environmental schema, and are lacking in vocabulary development & fundamental skills in the areas of reading, writing, science, and mathematics. While these skills are being taught, the curriculum wasn't aligned and they are not being retained and transferred into student daily lives. GSI staff proposes to provide an aligned curriculum, experiences for the students to draw upon, to increase the environmental schema, and to develop their vocabulary thru use of field trips, introduce them to cultural differences, emphasize vocabulary in all core subjects, use visuals for student to make associations with, and to ask open-ended questions requiring students to expand their thoughts. Writing will become part of the daily routine with journaling in core classes. Students will engage in scientific conversations of how/why and participate hands-on learning & use problem solving skills regularly in Science classrooms.

Components of a Title I Schoolwide Program

- | | | |
|-----------------------------------|--|-----------------------------------|
| 1. Comprehensive Needs Assessment | 2. Reform Strategies | 3. Highly Qualified Teachers |
| 4. Professional Development | 5. Strategies to Attract Highly Qualified Teachers | 6. Parental Involvement |
| 7. Preschool Transition | 8. Teachers Involved in Assessment Decisions | 9. Timely Assistance for Students |
| 10. Coordination of Programs | | |

2019-2020 Comprehensive Needs Assessment and Improvement Plan Grand Saline Intermediate

Data Analysis Summary

Findings: Refer to 2019 State Accountability and Additional Targets

- The Intermediate and Elementary Campus received a C.
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Targets not Met

Academic Achievement in ELA/Reading – Not Met in All Std., Hispanic, White, EL Current/Monitored, Continuously Enrolled, Non-Continuously Enrolled

Academic Achievement in Math - Not Met in White, Non- Continuously Enrolled

Growth Status in ELA/Reading – White

Growth Status in Math

English Language Proficiency Status in EL – TELPAS Progress Rate

Student Success Status - Not Met in All Std., Hispanic, White, EL Current/Monitored, Continuously Enrolled, Non-Continuously Enrolled

Prioritized Focus Area #1

Essential Action - 5.1 Objective-driven daily lesson plans with formative assessments.

Rationale

Teachers will collaboratively plan at least parts of lessons and the Instructional Leadership Team (ILT) will provide support and structure which is critical to student success. The lesson plan helps teachers to achieve their goals and objectives and ensure alignment across grades.

Desired Annual Outcome

Student outcomes will show significant annual growth as a result of campus leadership providing support and effective feedback for teachers through the monitoring of lesson plans and through data walk observations to ensure rigorous delivery of readiness and supporting standards.

Barriers to Address During the Year

The district lesson plan template is in place but no formal discussions are occurring with teachers and campus leaders to make sure planning is effective or to drive instruction. Campus leadership will establish clear processes and expectations for lesson plans.

Prioritized Focus Area #2

Essential Action - 5.3 Data-driven instruction.

Rationale

There is a need to develop a schedule for DDI. Teachers will need to follow the Instructional Focus Document (IFD) and pacing guides in TEKS Resource to maintain focused instruction and assessments schedules.

Desired Annual Outcome

Teachers will know every student's progress through ongoing DDI meetings which will drive instruction through laser focused lesson planning and re-teaching where data indicates a need.

Barriers to Address During the Year

Teachers do meet to plan and review data but schedules are not in place to provide guidance. The campus does not have a consistent plan in place to analyze and share data to drive instruction. Clear roles and responsibilities along with timelines and consistent structures in place need to be implemented.

District Commitment Theory of Action

The district will provide for ongoing support and coaching for the campus principal including training in data walks, how to effectively monitor the quality of lesson plans, and establish strong data driven instruction practices; then campus leadership will more effectively engage in instructional leadership roles and activities to improve lesson planning and strengthen DDI meetings and the planning of instruction.

Grades Served 3-5 **Student Enrollment Details** 252 Students Enrolled **District** GRAND SALINE ISD
Address 200 STADIUM DR, GRAND SALINE, TX 75140

CHANGE OVER TIME

HOW WELL DID THIS SCHOOL PERFORM OVERALL?



79 out of 100

This shows how well this school prepared students for success, both in school and after high school in college, a career, or the military.

CHANGE OVER TIME

2017-18
Met Standard
87 out of 100

2018-19
C
79 out of 100

This section showcases annually the overall grade of this campus to showcase their improvement over time. The overall grade is based on performance in the three domains listed below.

OVERALL PERFORMANCE DETAILS

STUDENT ACHIEVEMENT



71 out of 100

Student Achievement shows how much students know and are able to do at the end of the school year.

SCHOOL PROGRESS



82 out of 100

School Progress shows how students perform over time and how that growth compares to similar schools.

CLOSING THE GAPS



73 out of 100

The Closing the Gaps domain tells us how well different populations of students in a district are performing.

WHERE DID THIS SCHOOL PERFORM EXCEPTIONALLY WELL?

- ✗ ACADEMIC ACHIEVEMENT IN SCIENCE
- ✗ TOP 25%: COMPARATIVE ACADEMIC GROWTH
- ✗ ACADEMIC ACHIEVEMENT IN MATHEMATICS
- ✗ POST-SECONDARY READINESS
- ✗ ACADEMIC ACHIEVEMENT IN ENGLISH LANGUAGE ARTS/READING
- ✗ TOP 25%: COMPARATIVE CLOSING THE GAPS

Grades Served 3-5 **Student Enrollment Details** 252 Students Enrolled **District** GRAND SALINE ISD
Address 200 STADIUM DR, GRAND SALINE, TX 75140

HOW ARE SCORES CALCULATED?



STUDENT ACHIEVEMENT

The Student Achievement score is based on STAAR performance only, for this school.



SCHOOL PROGRESS

The higher score of Academic Growth or Relative Performance is used.

Component	Score	% of grade
Academic Growth	82	100%
Relative Performance	70	
Total	82	100%



CLOSING THE GAPS

Component	Score	% of grade
Grade Level Performance	43	30.0%
Academic Growth/Graduation Rate	92	50.0%
English Language Proficiency	0	10.0%
Student Achievement	13	10.0%
Total	73	100%

**Academic Performance Chart
STAAR DATA 2019
Grand Saline Intermediate**

Reading/ELA	Grade 3	Grade 4	Grade 5
State Average	76%	74%	86%
GS-All Students	74%	79%	79%
African American	*	*	*
Hispanic	67%	88%	67%
White	77%	77%	83%
Economically Dis.	70%	79%	77%

Writing	Grade 4
State Average	65%
GS- All Students	62%
African American	*
Hispanic	56%
White	64%
Economically Dis.	56%

Math	Grade 3	Grade 4	Grade 5
State Average	78%	74%	89%
GS- All Students	68%	78%	88%
African American	*	*	*
Hispanic	67%	94%	81%
White	69%	73%	90%
Economically Dis.	62%	77%	85%

Science	Grade 5
State Average	74%
GS-All Students	54%
African American	*
Hispanic	38%
White	60%
Economically Dis.	45%

June 13, 2019 Includes re-testers if available

Indicates % passing calculated with online testers affected by ETS server

Goal 1: GSISD will promote the academic and social success of enrolled students from PK through 12th Grade for on-time graduation and will provide an exemplary instructional program for all students that is rigorous, engaging, and fully aligned that accommodates the learning needs of at-risk students & special populations to provide the opportunity to graduate college and be career ready.

- **Objective 1:** By 2020, all students will reach high standards, at a minimum attaining passing standard or better as identified on state assessments.
- **Objective 2:** GSISD will continue to create an aligned instructional program designed to increase student performance by all student groups in all subjects increasing the number of graduates who are college and career ready.
- **Objective 3:** Include 21st century learning skills using technology instruction to engage all learners to promote student proficiency in advanced technology.

Summative Assessment: Accomplishment of objective as measured by STAAR and STAAR Alt, and TELPAS results.

Title I School-wide Components: 1, 2, 3, 4, 6, 7, 8, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Increase student vocabulary and science knowledge thru the following: <ul style="list-style-type: none"> • Utilize STEMscopes in the computer labs • Perform a minimum of 3 Hands-On Lab activities per six weeks. 	Assistant Superintendent Principal/Student Services Coordinator Teachers	Local	October 2019 November 2019 December 2019 February 2020 April 2020 May 2020	100% of students will increase his/her scores by 10%. 100% of science teachers will provide hands-on science learning activities related to grade level TEKS.	
Address the environmental schema and vocabulary needs of students by providing experiences through field trips, introducing them to cultural differences and putting a strong emphasis on vocabulary through literature.	Principal/Student Services Coordinator Teachers	Local	December 2019 May 2020	100% of students will participate	
Utilize SCE funds to support Title I School-wide Programs at campuses with minimum of 40% economically disadvantaged students.	Assistant Superintendent Principal/Student Services Coordinator	SCE	October 2019 December 2019 February 2020 April 2020 May 2020	100% of students will increase his/her scores by 10%.	
Equip campus with additional supplies and materials to enable teachers to more effectively integrate technology TEKS into the classroom allowing access of tablets, iPads, curriculum software and hardware such as projectors, whiteboards, document cameras, etc.	Assistant Superintendent Technology Staff	Local	August 2019 May 2020	100% of students will have access to and use technology and ratio for tablets (5 devices for 22 students)	
Require GT 6 hour yearly update of all GT teachers in core content areas.	Assistant Superintendent Principal/Student Services Coordinator Region 7	Local	August 2019 May 2020	100% of core content area teachers will complete GT training.	
Continue enrichment opportunities for GT students through pull out programs, classroom enhancement, UIL events, and/or after school projects.	Principal/Student Services Coordinator Teachers Region 7	Local	October 2019 May 2020	100% of eligible students will be identified and have opportunity to participate.	
Continue to provide activities enabling students to smoothly transition from the home to school, grade level to grade level, from campus to campus, and from school to work. <ul style="list-style-type: none"> • Meet Your Teacher/Indian Pride Night • Spring Parent Night • End of the year visit to for 2nd Grade and 5th grade 	Assistant Superintendent Principal/Student Services Coordinator Teachers Paraprofessionals	Local	August 2019 October 2019 February 2020 April 2020 May 2020	100% of students will have opportunity to participate.	

<ul style="list-style-type: none"> • Parent Communication Letters • Report Card Conferences • Testing Info Nights 					
Continue to provide parents access to student grades via Parent Portal.	Principal/Student Services Coordinator Technology Staff	Local	Daily	100% of parents will have the opportunity to participate.	
Provide access for parents/guardians to an open computer lab during daytime/evening events to register for our Parent Portal	Principal/Student Services Coordinator Paraprofessionals	Local	October 2019 December 2019 February 2020	100% of parents will have the opportunity to participate.	
Identify scientifically research based intervention strategies to reduce percentage of Special Education students in order to meet ESSA requirements. <ul style="list-style-type: none"> ▪ Imagine Learning Software ▪ 6+1 Writing, Daily Five & CAFE ▪ Reading Renaissance (STAR) and AR • Rite Flight • Empowering Writers • Reading Horizons including Elevate and Discovery • Target Math • Intervention • Small Group Setting • One-on-One Instruction • Hands-On Activities 	Assistant Superintendent Principal/Student Services Coordinator Teachers Region 7 ELAR Specialist Math Consultant	Title III Local IMA	August 2019 October 2019 November 2019 January 2020 March 2020 May 2020	Overall campus SPED percentages will be less than 10%.	
Implement student Writing Across the Curriculum in academic (ELAR, Math, Science/Social Studies) and non-academic areas.	Principal/Student Services Coordinator Teachers	Local	Weekly	100% of students will participate	
Identify writing deficits, implement weekly writing assessments (formal/informal), and create a writing plan to increase student success.	Principal/Student Services Coordinator Teachers	Local	October 2019 December 2019 February 2020 April 2020	100% of the students will participate	
Provide opportunities for students to participate in campus activities and demonstrate campus pride and character: <ul style="list-style-type: none"> • Daily Announcements • Flag Duty • Honor Choir • Red Ribbon Week • Be Fearless, Be Kind • UIL Academics • Indian Award • Arrow Awards (life skills/character ed) • Christmas Drive • Food Drive • WHATASTUDENT Award 	Principal/Student Services Coordinator Teachers	Local	Daily/Monthly	100% of students will have opportunity to participate	
Provide student incentives for individual and grade level attendance awards each six weeks and by grade level	Principal/Student Services Coordinator Teachers	Local	Weekly	100% of the students will have the opportunity to participate	
Provide opportunity for early morning recess to decrease tardiness and increase attendance	Principal/Student Services Coordinator Teachers	Local	Daily	100% of students will have the opportunity to participate	
Provide student incentives for perfect attendance, grades, meeting goals and other awards. <ul style="list-style-type: none"> • Arrow Awards (life skills/character ed) • Positive Office Referrals 	Principal/Student Services Coordinator Teachers	Local	Each 6 Weeks	96% or greater of students will be in attendance each six weeks.	

<ul style="list-style-type: none"> • Business Coupons • Awards/Prizes (Incentives, certificates) • A and AB Honor Roll Awards • Field Trips • AR • Leadership Recognition • Indian Award • WHATASTUDENT Award • Indian of the Month Award 					
Attendance Review Committee will meet regularly, contact parents regarding student absences.	Principal/Student Services Coordinator Teachers	Local	October 2019 Nov 2019 January 2020 March 2020	96% attendance rate or higher each six weeks.	
Contact parents regarding student tardiness and provide suggestions for earlier arrival.	Principal/Student Services Coordinator Teachers	Local	Each 6 weeks	10% decrease in number student tardiness each six weeks	
Participate in Migrant SSA with Region VII ESC. <ul style="list-style-type: none"> • Annual Training for Identification and Recruitment of Migrant Students 	Assistant Superintendent	Title I	August 2019	100% of migrant students will be identified and served.	
Participate in Title III SSA with Region VII ESC for services to ensure high academic standards for LEP students.	Assistant Superintendent	Local	Monthly	100% of participants will provide documentation of attendance.	
Provide intervention strategies and instruction for all LEP students as needed. <ul style="list-style-type: none"> • Imagine Learning Software • Small Group Instruction • ELL Support in Classroom • ELPS • Sheltered Instruction • Staff Development • 1 on 1 Intervention w/ELL/RtI Specialist 	Assistant Superintendent Principal/Student Services Coordinator Teachers ELL Teacher/RtI Teacher Region 7 ESL/LEP Specialist	Title III Local	August 2019 through May 2020	100% of LEP students will participate as needed.	
Provide additional support for ELL teacher to ensure high academic standards for LEP students	Assistant Superintendent Principal/Student Services Coordinator ELL Teacher Region 7 ESL/LEP Specialist	Local	August 2019 through May 2020	100% of teachers will have opportunity to participate	
Implement plan to train all academic content area teachers in LEP procedures. <ul style="list-style-type: none"> • ELL Instructional Strategies • Powerwalks 	Assistant Superintendent Principal/Student Services Coordinator Testing Coordinator Region 7 ESL/LEP Specialist	Local	August 2019 through May 2020	100% of academic content area teachers will participate.	
Pay testing and certification fees for all teachers acquiring new ELL certification in effort to meet the needs of students in classroom setting versus pull-out program.	Assistant Superintendent Principal/Student Services Coordinator	Local	August 2019 January 2020 May 2020	100% of teachers will have opportunity to participate.	

Goal 2: GSISD will increase state and federal assessment passing rate in Reading and Math to meet STAAR Progress Measures and performance levels for all students for 2019-2020 by providing effective instructional strategies and interventions.

- **Objective 1:** GSISD will provide professional development for leadership and staff that will develop appropriate knowledge and skills and result in ownership of student success and learning.
- **Objective 2:** Students will receive successful classroom strategies and RtI interventions which will lead to increased performance on state assessment, decrease dropout rate, and increase the number of students performing at target goals.

Summative Assessment: Accomplishment of objective as measured by STAAR and TELPAS results.

Title I School-wide Components: 1, 2, 3, 4, 8, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
<p>Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with accountability standards and provide additional support for students not achieving expectations</p> <ul style="list-style-type: none"> • Provide ELPS training for all instructional staff 	<p>Assistant Superintendent Principal/Student Services Coordinator Testing Coordinator</p>	Local	<p>August 2019 January 2020 May 2020</p>	100% Participation of Certified Staff in ELPS training.	
<p>Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with accountability standards and provide additional support for students not achieving expectations</p> <ul style="list-style-type: none"> • Utilize DMAC to gather data by teacher, TEKS, and student • Create data tracker for teachers to target students not achieving expectations and students not showing growth • Use DMAC reports to target TEKS students are not achieving expectations 	<p>Assistant Superintendent Principal/Student Services Coordinator Testing Coordinator Teachers</p>	Local	<p>August 2019 January 2020 May 2020</p>	100% Participation of teachers	
<p>Create measurable achievement individual student goals each six weeks that focusing on growth as well as mastery</p>	<p>Assistant Superintendent Principal/Student Services Coordinator Teachers</p>		<p>November 2019 January 2020 April 2020</p>	100% Participation of teachers	
<p>Meet with students and evaluate the individual goals set to monitor student growth</p>	<p>Principal/Student Services Coordinator Teachers</p>		<p>November 2019 January 2020 March 2020 May 2020</p>	100% Participation of teachers and students	
<p>Utilize Region 7 ESL/LEP Specialist to address professional development needs of staff, analyze student data and provide instructional support through classroom observations, grade level meetings and mentoring.</p> <ul style="list-style-type: none"> • Data Walks 	<p>Assistant Superintendent Principal/Student Services Coordinator Region 7 ESL/LEP Specialist Teachers</p>	Local	<p>August 2019-May 2020</p>	100% Participation of teachers	
<p>Utilize Region 7 ELAR Specialist to address professional development needs of staff, analyze student data and provide instructional support through classroom observations, grade level meetings and mentoring.</p>	<p>Assistant Superintendent Principal/Student Services Coordinator Region 7 ESL/LEP Specialist Region 7 ELAR Specialist Teachers ELL Teacher</p>	Local	<p>August 2019 through May 2020</p>	100% Participation of teachers	
<p>Utilize math consultant to address professional development needs of staff, analyze student data and provide instructional support through classroom observations, grade level meetings and mentoring.</p>	<p>Assistant Superintendent Principal/Student Services Coordinator Math Consultant Teachers</p>	Local	<p>August 2019 through May 2020</p>	100% Participation of teachers	

Identify district/campus intervention strategies for RTI process. Utilize DMAC for computerized benchmarking in ELAR and Math. Utilize disaggregated data to identify tier groups of learning. Utilize State Assessment software for data disaggregation.	Assistant Superintendent Principal/Student Services Coordinator Consultant Teachers		August 2019 through May 2020	100% Participation of teachers	
Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with adequate yearly progress and provide additional support for students not achieving expectations through intervention and tutorials in core content areas for grades 3-5.	Asst Superintendent Principal/Student Services Coordinator Teachers Math Consultant Region 7 ELAR Specialist	Local	October 2019 December 2020 February 2020 April 2020 May 2020	100% of students will increase his/her scores by 10%. 100% of teachers will have access to analyzed data.	
Incorporate scientifically based research strategies that strengthen the core academic program in schools served by GSISD <ul style="list-style-type: none"> ▪ Imagine Learning Software ▪ Reading Renaissance • Rite Flight • STEMscopes • Empowering Writing • Daily 5/Café • 6+1 Writing • Reading Horizons • Goal Setting • Data Tracking • PLC's • Data Walks • Small Group Setting • One-on-One Instruction • Recess Daily • Physical Activity Breaks • Problem Solving Strategies • TEKS Resource/YAG • Lead4Ward • DMAC • Interim Assessments • Instructional Focus Document • Hands-On Activities 	Assistant Superintendent Principal/Student Services Coordinator Region 7 ESL/LEP Specialist Region 7 ELAR Specialist Region 7 TEKS RSRC Specialist Math Consultant Teachers	Local SCE	October 2019 December 2019 February 2020 April 2020 May 2020	100% of students will increase his/her scores by 10%.	
Provide PLC for staff training and data review	Assistant Superintendent Principal/Student Services Coordinator Teachers	Local	October 2019 December 2019 February 2020 April 2020 May 2020	100% of students will increase his/her scores by 10%.	
Provide opportunities for vertical alignment in grades 3-5 and with other grade levels in district	Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	100% of students will increase his/her scores by 10%.	
Address the lack of student success in all subjects by implementing the following: <ul style="list-style-type: none"> • Writing Across All Curriculum • Utilize 6+1 Trait Crate Kits for all ELAR teachers • Daily 5 in all ELAR classes • Reading Horizons • Target Math • Small Group Instruction • Direct Explicit Instruction 	Assistant Superintendent Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	100% of students will increase his/her scores by 10%.	

<ul style="list-style-type: none"> • Problem Solving Strategies • Physical Activity Breaks • Hands-On Activities 					
Provide additional support for students not achieving expectations through general instruction, tutorials, intervention and extended year programs in Reading and Math for grades 3-5	Assistant Superintendent Principal/Student Services Coordinator Teachers/AP	Local SCE	October 2019 December 2019 February 2020 April 2020 May 2020	100% of students will increase his/her scores by 10%. 100% of students will participate in campus-wide writing activities and aligned instruction.	
Provide dyslexia training for research based strategies meeting 5 components of dyslexia handbook. <ul style="list-style-type: none"> ▪ Scottish Rite Literacy ▪ Take Flight 	Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	100% of students will increase his/her scores by 10%.	
Utilize data analysis to determine math deficits of learning-disabled students and address them through direct instruction and/or inclusion support.	Assistant Superintendent Principal/Student Services Coordinator Dyslexia Teachers	Local	August 2019 through May 2020	100% of students will increase his/her scores by 10%.	
Utilize data analysis to determine reading deficits of learning disabled students and address them through direct instruction and/or inclusion support.	Principal/Student Services Coordinator Teachers Paraprofessionals	Local	October 2019 November 2019 January 2020 March 2020 June 2020	100% of identified students will participate	
Utilize TEKS Resource System and Pacing guides to ensure all TEKS are taught and in a logical order	Principal/Student Services Coordinator Teachers Paraprofessionals	Local	October 2019 November 2019 January 2020 March 2020 May 2020	100% of identified students will participate	
Ensure master schedule has specials (library, music, and PE) in the afternoon	Principal/Student Services Coordinator Teachers Consultants	Local	August 2019 through May 2020	100% of students will increase his/her scores by 10%.	
Utilize additional planning time to create engaging lessons, work stations, and data analysis	Assistant Superintendent Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	100% of students will increase his/her scores by 2%.	
Implement Data Walk training to provide teachers with immediate, beneficial, and consistent feedback	Assistant Superintendent Principal Student Services Coordinator Region 7 ESL/LEP Specialist	Local	August 2019 through May 2020	100% of teachers will have opportunity to participate and receive feedback	

Goal 3: GSISD will promote Community Engagement and Parental Involvement to increase partnerships in the education process to improve student achievement.

- **Objective 1:** GSISD will promote and encourage all stakeholders to attend district and campus meetings to build trust and confidence through communication and transparency at all levels of participation.

Summative Assessment: Accomplishment of objective as measured by participation data and surveys.

Title I School-wide Components: 4, 6, 9

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Provide opportunities for parents/guardians/community to participate in the following: <ul style="list-style-type: none"> • STAAR Information Nights • Arrow Awards • Strong Fathers Events • STAAR Party • Award Assemblies • Winter Wonderland • Field Trips • Lunch with Student • First Six Weeks Conferences • Class Parties • Living Museum 	Assistant Superintendent Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	100% of students will increase his/her scores by 10%.	
Provide opportunities to win door prizes at the evening events to increase parent attendance	Principal/Student Services Coordinator Secretary	Local	August 2019 through May 2020	100% of parents will have opportunity to participate	
Provide opportunities for parents/guardians to complete a survey after evening events	Principal/Student Services Coordinator	Local	August 2019 through May 2020	100% of parents will have opportunity to participate	
Make positive parent/guardian contacts by phone/email/notes home	Principal/Student Services Coordinator Teachers	Local	Monthly	100% of parents will have opportunity to be contacted	
Include strategies to promote effective parental involvement in the school. <ul style="list-style-type: none"> ▪ SBDM Committees ▪ Parent Conferences & Meetings ▪ PTO ▪ Honor Choir Performances ▪ Parent Appreciation • Meet the Teacher Night • Awards Assemblies • Report Card Nights • Campus-wide family projects (STAAR Night, Winter Wonderland, etc) • Field Day • Book Fairs • District and Campus Websites • Facebook Page • Remind Messaging • Room Parent/Guardian 	Assistant Superintendent Principal/Student Services Coordinator Teachers Librarian Paraprofessional	Local	August 2019 September 2019 October 2019 January 2020 February 2020 April 2020 May 2020	100% of parents will have opportunity to participate.	

Goal 4: GSISD will recruit, support, and retain teachers and principals who are dedicated to providing a quality education to our students and their families.

- Objective 1: Provide staff on-going targeted professional development for continued growth.
- Objective 2: All students will be taught by state certified teachers.

Summative Assessment: Accomplishment of objective as measured by the PEIMS 425 Record, TAPR, surveys, and local staffing data.

Title I School-wide Components: 3, 4, 5, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Provide staff with professional development on identifying, supporting, and monitoring student groups. <ul style="list-style-type: none"> • Dyslexia and Related Disorders • Limited English Proficient • Special Education • Gifted and Talented • At-Risk • Economically Disadvantaged • RTI 	Assistant Superintendent Principal/Student Services Coordinator Behavior Specialist SPED director	Local	August 2019 through May 2020	100% of teachers will participate. 100% of eligible students will be identified and have opportunity to participate.	
Pay testing and certification fees for all teachers acquiring new ELL certification in effort to meet the needs of students in classroom setting versus pull-out program.	Assistant Superintendent Principal/Student Services Coordinator	Local	August 2019 January 2020 May 2020	100% of teachers will have opportunity to participate.	
Provide capacity building, on-going staff development opportunities for all faculty and staff through Region VII ESC contracts. <ul style="list-style-type: none"> ▪ Leadership Development Cooperative ▪ Professional Development Cooperative ▪ Title I Contracted Services ▪ Head Start Cooperative ▪ Special Education Services ▪ Migrant • Title III Contracted • Region 7 ESL/LEP Specialist 	SBDM Committee Assistant Superintendent Principal/Student Services Coordinator	Local	Monthly	100% of participants will provide documentation of attendance.	
Provide capacity building, on-going staff development opportunities for all faculty and staff through the following consultants: <ul style="list-style-type: none"> • ELAR consultant • Math consultant • Region 7 ESL/LEP Specialist • DMAC 	Assistant Superintendent Principal/Student Services Coordinator	Local	Monthly	100% of participants will provide documentation of attendance.	
Provide opportunities for staff to share in decision making <ul style="list-style-type: none"> • Campus Leadership team • Campus Discipline team • Campus staff development 	Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	100% of participants will provide documentation of attendance	
Participate in Personnel Services Cooperative with Region VII ESC for access to database of certified applicants.	Superintendent Principal	Local	June 2019 July 2020 As Needed	100% of new hires will be highly qualified.	
Continue to provide above state-base salary scale and financial incentives to recruit and maintain state certified teachers.	Superintendent Assistant Superintendent	Title I, Part A Local	Monthly	100% of teachers will be highly qualified.	
Provide capacity-building professional development opportunities beyond regional services through local training, seminars, and conferences. <ul style="list-style-type: none"> ▪ TEPSA 	SBDM Committee Assistant Superintendent Principal/Student Services Coordinator	Local	Monthly	100% of participants will provide documentation of attendance.	

<ul style="list-style-type: none"> ▪ ATPE ▪ PLC ▪ Mentoring 					
Require all new substitute teachers to attend online Substitute Teacher Training.	Assistant Superintendent Principal	Local	September 2019	100% of substitute teachers will participate.	
Provide district/campus new staff orientation and mentoring.	Assistant Superintendent Principal	Local	August 2019 through May 2020	100% of new teachers will participate.	
Implement Data Walk training to provide teachers with immediate, beneficial, and consistent feedback.	Assistant Superintendent Principal Student Services Coordinator Region 7 ESL/LEP Specialist	Local	August 2019 through May 2020	100% of teachers will have opportunity to participate and receive feedback	

Goal 5: At GSISD all students will be educated in learning environments that are safe and secure.

- **Objective 1: All learning environments will promote student success and will be drug free and conducive to learning.**
- **Objective 2: Campuses will provide speakers to encourage student safety and the importance of making healthy choices.**

Summative Assessment: Accomplishment of objective as measured by the Annual Dropout Rate, Completion Rate, PEIMS 425 Report and surveys.

Title I School-Wide Components: 1,2, 4, 6, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Continue to utilize security system for external doors allowing approved access only (scanned badges); install additional set of doors in intermediate 1 foyer (man trap)	Superintendent Principal/Student Services Coordinator Tech Dept	Local	Monthly	100% of external doors will be accessible through security system	
Continue STOP it Bullying App to allow parents and students the opportunity anonymously report possible bullying incidences	Principal/Student Services Coordinator	Local	Daily	100% of students/parents will have opportunity to participate	
Continue classroom activities to support and enforce health and safety. <ul style="list-style-type: none"> • Voice • JK Hope • STOP it • Be Fearless, Be Kind Challenge • County Extension Curriculum • Fire Prevention Week • Catch Curriculum – Health/P.E. • Red Ribbon Week • Character Education Focus Each Six Weeks 	Principal/Student Services Coordinator Teachers	Local	Weekly	100% of students will have opportunity to participate	
Continue to address the following in faculty meetings. <ul style="list-style-type: none"> • Discipline Management to Include Physical and Verbal Aggression, Sexual Harassment, and Bullying • Classroom Management & Relationships • Conflict Resolution • Student Code of Conduct • Suicide Prevention • Racial Sensitivity • Poverty • Bullying Prevention 	Assistant Superintendent Principal/Student Services Coordinator Teachers	Local	Monthly	100% of teachers will participate.	
Ensure each campus has trained Crisis Prevention Intervention team.	Assistant Superintendent Principal/Student Services Coordinator	Special Education Local	August 2019 January 2020	100% of campuses will have trained team.	
Create a learning environment of high expectations for all students through strict enforcement of Code of Conduct and through shared pride in accomplishments and appearance. <ul style="list-style-type: none"> • School-wide Discipline Procedures • Positive Reinforcement and Recognition of students making good choices. <ul style="list-style-type: none"> ○ Indian Pride Motto ○ Positive Office Referrals ○ Indian Award/Awards Assemblies 	Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	10% decrease in discipline referrals annually	

<ul style="list-style-type: none"> ○ AR Awards ○ Arrow Awards ○ Student of the Month ○ WhatAStudent 					
Utilize random dog searches for illegal substances.	Superintendent	Local	Monthly	100% of searches will result in no contraband found	
Implement a character education program to teach and reward good behavior. <ul style="list-style-type: none"> ● Character Education Classes ● Positive Office Referrals ● Voice ● County Extension Curriculum ● JK Hope 	Principal/Student Services Coordinator Teachers	Local	August 2019 through May 2020	10% decrease in discipline referrals each six weeks.	
Continue to require and provide CPR/First Aid training. <ul style="list-style-type: none"> ▪ Central Office Administrators & Principals ▪ Coaches 	Assistant Superintendent Principal Nurses	Local	August 2019 through May 2020	100% of identified groups will participate.	
Utilize Emergency Operations Plan to ensure preparedness in all emergency situations in school community.	Superintendent Maintenance Director Emergency Operations Team	Local	Monthly	100% of staff will be informed of plan and respond appropriately in emergency situations.	
Conduct monthly practice drills for evacuation, fire drill, and lock-down procedures	Principal/Student Services Coordinator Teachers	Local	Monthly/Semi-annually	100% of students and staff will participate in practice drills.	
Implement programs to provide positive encouragement, role modeling, and support to designated students: <ul style="list-style-type: none"> ● Voice ● JK Hope ● Counselor Groups 	Principal/Student Services Coordinator Teachers	Local	Weekly/Monthly	100% of identified students will have the opportunity to participate	
Implement behavioral interventions to ensure all students have the opportunity to be successful in the mainstream classroom: <ul style="list-style-type: none"> ● Positive Behavioral Intervention Strategies ● Sensory Room ● Social Skills Training ● Counseling 	Sped Director Principal/Student Services Coordinator Teachers	Local	Daily/Weekly	10% decrease in disciplinary referrals.	



Changing the World One Student at a Time