

	Strategic Objectives	Strategies	Action Plans	17-18	18-19	19-20	20-21	21-22
<p>Our Vision: Island of Excellence-World of Opportunity</p> <p>We believe:</p> <ul style="list-style-type: none"> • Every child can learn • Every child should have equal access to learn, grow and become successful adults • In a district where each and every student is a prepared, confident leader who is comfortable in any culture and knows he/she will succeed given any situation • Everyone has a voice and is a participant • All children possess exceptional talent to reach their dreams • Each child deserves an abundance of exceptional educational experiences • That in all actions everyone will be treated with respect and dignity • In a district that supports and rewards staff who provide exceptional educational experiences • GISD students are better prepared for the real world because of our diversity and their experiences in our community and schools • All children and staff deserve their schools to be a safe and effective place to learn, work, play, and heal • GISD can be one of the premier school districts in the nation <p>Galveston ISD 's Mission to Educate, Engage, and Empower EACH student for a life of Excellence.</p>	<p>Teaching and Learning: 1. GISD will implement viable and innovative curriculum and effective instructional programs that address the needs of all learners.</p>	<p>1.1 Develop educator resilience and leadership capacity to better understand and address the behavioral and cognitive needs of all learners.</p>	<p>1.1.1 Provide professional learning opportunities that are relevant, effective, evaluated and ongoing.</p>			X		
	<p>1.1.2 Build a shared knowledge of PBIS (Positive Behavior Intervention System) by developing clear expectations and common language across the district.</p>		X					
	<p>1.2 Analyze the curriculum to build vertical and horizontal alignment.</p>	<p>1.2.1 Provide opportunities, resources, and support for educators to plan horizontally and vertically in order to improve student achievement through relevant, effective, and ongoing collaboration.</p>				X		
	<p>1.3 Eliminate learning gaps by utilizing innovative strategies for every learner.</p>	<p>1.3.1 Provide systems and procedures to help identify and monitor students' learning gaps, teaching strategies to reach these students and data necessary to guide instruction which will ultimately eliminate all gaps.</p>	X					
	<p>Whole Child: 2. Ensure the holistic needs of our students and families are met.</p>	<p>2.1 Develop a systemic method to access community resources, partnerships and wrap-around services that support our students and families.</p>	<p>2.1.1 Create a virtual and on-site resource center that has the ability to meet specific student (birth-graduate) and family needs.</p>	X				
	<p>2.1.2 Implement evidence-based, universal social emotional learning strategies and programs PreK-12.</p>		X					
	<p>Human Capital Management System: 3. GISD will recruit, develop and retain exceptional personnel to assure a life of excellence for each and every student.</p>	<p>3.1 Provide staff with competitive and creative employment packages.</p>	<p>3.1.1 Develop a competitive salary schedule that is in market-range with the surrounding area school districts.</p>	X				
	<p>3.1.2 Improve employee morale by developing a culture of affirmation and belonging both campus and districtwide.</p>			X				
	<p>3.2 Adapt prescribed evaluation system to identify excellence and recognize individual growth opportunities.</p>	<p>3.2.1 Provide a relevant and effective teacher performance evaluation system based on annual or earned periodic observations.</p>		X				
	<p>3.2.2 Provide teachers and staff an opportunity to grow individually by providing educational pathways which equate to levels of monetary stipends as outlined by the district.</p>				X			
	<p>Funding and Finance: 4. Our budget will optimize resources for student success.</p>	<p>4.1 Find funds from creative revenue sources.</p>	<p>4.1.1 Implement creative methods to increase funding.</p>			X		
	<p>4.1.2 Develop a comprehensive plan to increase grant funding.</p>			X				
	<p>4.2 Identify cost savings and efficiencies in spending.</p>	<p>4.2.1 Develop a district cost savings plan.</p>	X					
	<p>4.2.2 Develop a comprehensive plan to increase Average Daily attendance (ADA) to impact increased revenues and student success in the classroom.</p>	X						
<p>Facilities: 5. Exemplary facilities will maximize current and future district-wide activities that support and enhance student excellence and district performance.</p>	<p>5.1 Develop a district-wide facilities master plan.</p>	<p>5.1.1 Implement an all-inclusive long-term plan for improving all GISD facilities by providing top-of-the-line high quality, competitive, efficient, attractive, compliant, and safe educational environments.</p>	X					
<p>Communications: 6. Educate, engage and empower the GISD community to be well-informed.</p>	<p>6.1 Develop and implement an effective, comprehensive communications/public relations plan.</p>	<p>6.1.1 Increase student enrollment and build community loyalty and involvement in GISD by creating a district-wide communication plan that maximizes transparency, resolves negative perceptions of GISD and promotes positive communication with parents and community.</p>		X				
<p>6.2 Recognize and resolve negative perceptions while addressing challenges of GISD.</p>	<p>6.2.1 Identify public/staff/parents' perceptions and misconceptions of GISD in order to specifically address problem areas.</p>		X					