

Gainesville R-V School District



“Quality Learning Today for Tomorrow”

Continuous School Improvement Plan
2022-2025



2022-2025 District Top Priorities

1 Student Success



2 Quality Staff



3 Parent and Community Involvement



4 Leadership & Governance



5 Facilities & Resources



#BulldogPride means we believe:

- All students and staff deserve a safe, healthy, inclusive, and respectful environment in which to learn and work.
- Effective communication is the key to maintaining meaningful relationships within our school and community.
- Integrity, grace, and compassion matter in all relationships.
- Recruiting, developing, and retaining highly qualified staff is essential to the district's mission.
- Leading by example and modeling responsible citizenship promotes life-long success.

MISSION:

Our Bulldog mission is to build a foundation for life-long success by providing a high quality education in a safe, healthy, inclusive, and respectful learning environment.

VISION:

Our Bulldog vision is to develop successful and productive citizens by supporting an innovative learning environment.



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SMART Goal Alignment

SMART GOALS	MSIP 6 DOMAINS	TOP PRIORITIES
1.1. By 2025, the district will maintain or increase student attendance to 95% annually.	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Equity & Access ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Student Success ➤ Parent & Community Involvement
1.2. By 2025, the ACT composite score will increase from 20.1 to 21 as measured by the ACT exam.	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Alignment of Standards, Curriculum & Assessment 	<ul style="list-style-type: none"> ➤ Student Success ➤ Quality Staff
1.3. By 2025, student office referrals will drop by 2% annually as measured by the student information system.	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Student Success ➤ Quality Staff ➤ Leadership & Governance
1.4. By 2025, our district will increase the student survey results in the area of belonging/accepted from 72.6% to 80% in the strongly agree and agree categories.	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Collaborative Climate & Culture ✓ Equity & Access ✓ Leadership 	<ul style="list-style-type: none"> ➤ Student Success ➤ Quality Staff ➤ Parent & Community Involvement
1.5. By 2025, students scoring in the below basic/basic categories will decrease by 4% annually as measured by the state MAP/EOC exams.	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Data-Based Decision Making ✓ Alignment of Standards, Curriculum & Assessment 	<ul style="list-style-type: none"> ➤ Student Success ➤ Quality Staff
2.1. By the fall of 2025, the district will retain and attract at least 95% “highly qualified” certified staff per DESE certification on an annual basis.	<ul style="list-style-type: none"> ✓ Leadership ✓ Effective Teaching & Learning ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Quality Staff ➤ Leadership & Governance ➤
2.2. The district will increase staff salaries, wages, and benefits by 3% annually.	<ul style="list-style-type: none"> ✓ Leadership ✓ Effective Teaching & Learning 	<ul style="list-style-type: none"> ➤ Quality Staff ➤ Leadership & Governance
2.3. 100% of new and returning teachers will be provided with development opportunities/trainings aligned with district goals and teacher expectations to promote teacher success and growth on an annual basis.	<ul style="list-style-type: none"> ✓ Leadership ✓ Effective Teaching & Learning ✓ Data-Based Decision Making 	<ul style="list-style-type: none"> ➤ Quality Staff ➤ Leadership & Governance

<p>3.1. The Parent, Community, Stakeholders participation in surveys will increase by 5% annually. (Initial survey response 86)</p>	<ul style="list-style-type: none"> ✓ Leadership ✓ Data-Based Decision Making ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Parent & Community Involvement
<p>3.2. Attendance at JH/HS Parent-Teacher Conferences will increase by 5% each year beginning 2023-24.</p>	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Parent & Community Involvement
<p>3.3. By 2025, the Gainesville School District will have 20% of its students involved in a mentorship program with Community Partners.</p>	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Parent & Community Involvement
<p>4.1. The district will maintain a 25% reserve balance annually as reported on the Annual Secretary of the Board Report (ASBR).</p>	<ul style="list-style-type: none"> ✓ Leadership 	<ul style="list-style-type: none"> ➤ Leadership & Governance
<p>4.2. At least 90% of families will indicate school communication is effective or highly effective as measured by the annual climate/culture survey by 2025.</p>	<ul style="list-style-type: none"> ✓ Collaborative Climate & Culture ✓ Leadership ✓ Effective Teaching & Learning 	<ul style="list-style-type: none"> ➤ Leadership & Governance ➤ Parent & Community Involvement
<p>4.3. The district will maintain and improve district facilities annually as measured by a 3% allocation of the annual budget to capital improvements project.</p>	<ul style="list-style-type: none"> ✓ Collaborative Climate & Culture ✓ Leadership ✓ Equity & Access 	<ul style="list-style-type: none"> ➤ Leadership & Governance
<p>4.4. 100% of high school students will complete a service/leadership project before graduation.</p>	<ul style="list-style-type: none"> ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Leadership & Governance ➤ Student Success
<p>5.1. The district will maintain and improve district facilities annually as measured by a 3% allocation of the annual budget to capital improvement projects. <i>By May of 2025, develop, evaluate, and assess the 3-5 year and 6-10-year facility improvement plan</i></p>	<ul style="list-style-type: none"> ✓ Leadership ✓ Collaborative Climate & Culture ✓ Data-Based Decision Making 	<ul style="list-style-type: none"> ➤ Facilities & Resources
<p>5.2. By 2024 75% of students will agree or strongly agree to feeling socially and emotionally safe as measured by a student survey.</p>	<ul style="list-style-type: none"> ✓ Equity & Access ✓ Effective Teaching & Learning ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Facilities & Resources ➤ Student Success ➤ Quality Staff
<p>5.3. By 2025, students scoring in the below basic/basic categories will decrease by 4% annually as measured by the state MAP/EOC exams. <i>By 2024, the district will develop a technology plan to improve academics measured by a yearly technology audit and academic achievement.</i></p>	<ul style="list-style-type: none"> ✓ Effective Teaching & Learning ✓ Alignment of Standards, Curriculum & Assessment ✓ Data-Based Decision Making ✓ Collaborative Climate & Culture 	<ul style="list-style-type: none"> ➤ Facilities & Resources ➤ Student Success ➤ Quality Staff



CSIP Process Summary

The Gainesville R-V District Continuous School Improvement Plan (CSIP) was created using a collaborative team process. School board members, district staff, parents, and community members came together for an interactive process to create the strategic plan designed to guide the work of the district and the community for the coming years. A strong desire to propel our district forward emerged with our top priorities: student success, facilities and resources, parent/community involvement, quality staff, leadership and governance. Our school and community will keep our focus on the students as we strive to achieve the mission and vision of the Gainesville R-V District.

CSIP Team

<u>Name</u>	<u>Position</u>	<u>Name</u>	<u>Position</u>
Justin Gilmore	Superintendent/Parent	Marti Warden	Board President/Parent
Jabet Wade	Board Vice President/Parent	Sheryl Lawson	EL Teacher
Doug Hawkins	HS Parent/Business Owner	Ashley Hambelton	EL Parent/Business Manager
Melanie Johns	JH Teacher/Parent	Laurie Poe	JH Teacher
Dakota Nash	Community Member	Kerrie Zubrod	Community Member
Clint Hall	HS/JH Principal/Parent	Trevor Hicks	HS/JH Assistant Principal
Rebecca Grisham	District Librarian	Erin Swofford	Elementary Principal
Allisa West	Business Manager/Parent	Brandi Miller	Preschool Director/Parent
Lacy Roberts	SPED Teacher/Parent	Stephanie Asher	SPED Director
Karen Brantingham	Community Member	Matt Teeter	CSIP Facilitator
Michelle Cooley	EL/HS Parent	John Abraham	HS Parent
Camden Evans	Student Council Vice President	Wyatt Alms	Student Council President



Climate & Culture Analysis

Climate and culture surveys were released in September 2022. A brief review of survey data is provided below; however, all survey results may be viewed at www.gainesvillebulldogs.com.

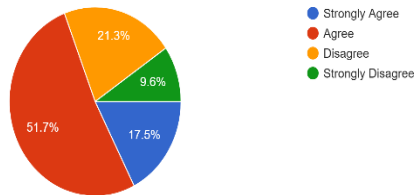
Student Survey

Parent/Community Survey

Faculty & Staff Survey

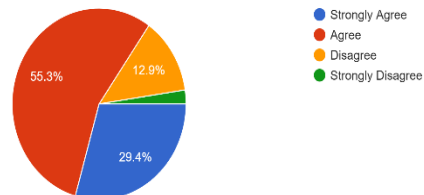
The school system assures student voices are heard and respected.

240 responses



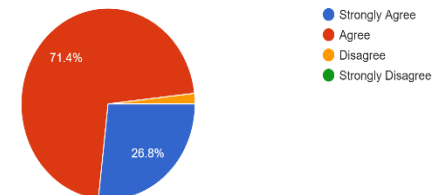
The school system assures student voices are heard and respected.

85 responses



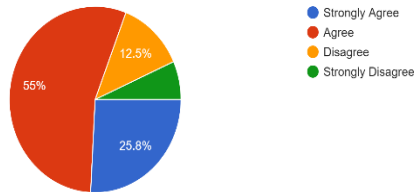
The school system assures student voices are heard and respected.

56 responses



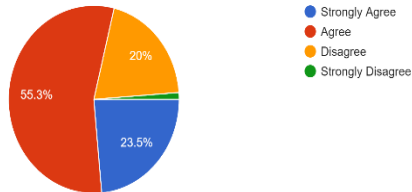
If I am struggling in school academically, socially or emotionally; I can quickly find an adult within the school that will either provide me with support...me toward staff members that can provide support.

240 responses



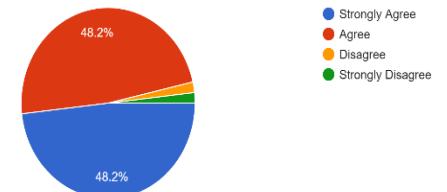
The school system provides school culture and climate data and reports periodically to all stakeholders

85 responses



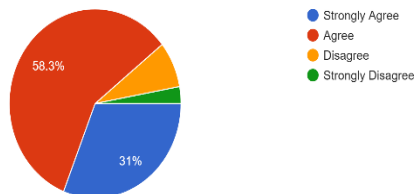
When students are not successful and need additional time and support to be successful; our district does an effective job of providing that extra support.

56 responses



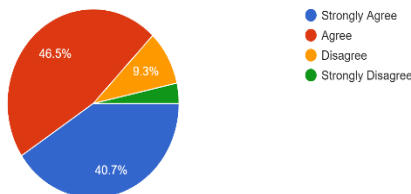
Adults in my school care about students and want to see them be successful.

242 responses



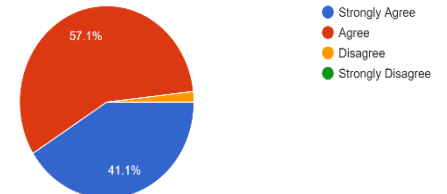
Students and staff members are physically safe in this school district.

86 responses



Educator teams address positive classroom learning environments.

56 responses



Data Review for Analysis & Growth

The Gainesville R-V Board, district administration, and CSIP Team has collected and analyzed various data sources to develop SMART goals. The CSIP Team completed a Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis to establish focus areas and priorities. The data sources that were analyzed and that will be analyzed in the future are listed below. The district feels confident in the balanced selection of qualitative, quantitative, internal, and external data points.

Data Sources	Quantitative	Qualitative	Internal	External	Needs Assessment
Community Stakeholder Meetings					
Student Focus Groups					
iXL Benchmark Data (7-12; ELA and Math)					
DRA Reading Assessments					
Renaissance Learning STAR Reading & Math Assessments (K-6)					
Study Island Benchmarking ELA & Math (1-6)					
Parent Survey for Title I, IV & V (PK-6)					
MAP Scores (3-8)					
EOC Scores (HS required EOCs)					
Culture and Climate Surveys (Staff, Parent/Community, and Student)					
Federal Programs Annual Evaluation					
DESE School Report Card 2022					

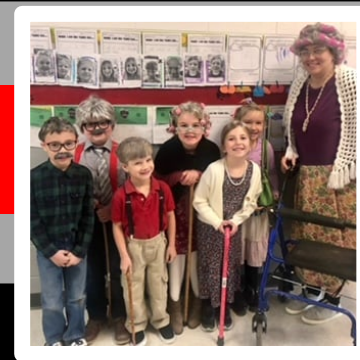


CSIP Review & Revision Process

June 2022	Board discussion began about the need to reflect, develop, and establish an updated CSIP.
July 2022	The Board selected FiredUp Consulting to help facilitate the process.
August 2022	Preparation and discussions with the administration team and October meeting dates were chosen for CSIP development.
September 2022	Student, staff, parent/patron/community climate and culture surveys were completed.
October 2022	CSIP Workshop: Strengths, Weaknesses, Opportunities & Threats analysis was conducted, reviewed current CSIP/data review, reviewed district report card, developed beliefs.
October 2022	Developed mission and vision statements, review MSIP 6 standards, identify 4-6 top priorities.
October 2022	Created SMART goals (Specific, Measurable, Achievable, Relevant and Time-Bound) for each priority, identified action steps, create 3-year timeline, identified responsibilities and fiscal resources
October 2022	Developed action steps for each SMART Goal, determined measurements and metrics for each SMART Goal.
October 2022	Administration team reviewed SMART goals and action steps for accuracy and reviewed MSIP 6 rubric relating to CSIP.
November 2022	CSIP team reviewed and finalized SMART goals and action steps. The team also reviewed CSIP layout.
November 2022	Administrative team developed and inserted all CSIP materials into a visually appealing and communicable plan.
November 2022	The administrative team edited and revised the CSIP.
December 2022	The administrative team presented the board the final CSIP for review and approval.
December 2022	Utilized communication strategies to ensure all stakeholders are aware and understand the newly developed CSIP.
January 2023	All stakeholders began researching, identifying, and implementing strategies to meet CSIP expectations.
May 2023	Annual CSIP Stakeholder Review



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PRIORITY 1.0: STUDENT SUCCESS

GOAL 1.1 Attendance

By 2025, the district will maintain or increase student attendance to 95% annually.

Goal Met

Goal Monitoring

Timeline

	<p>1.1.1. Create/continue incentive programs for students meeting attendance goals.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Building Principals, Teachers, Parents, Students • Funding Source: Elementary and High School Supplies Budget 	Fall '23
	<p>1.1.2. Create a positive school environment that students want to be in (as measured by a climate survey).</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Principals, Teachers, Staff, Parents, Students • Funding Source: Professional Development, Social Emotional Learning 	Fall '23
	<p>1.1.3. Continue to utilize the truancy system for students with chronic attendance issues.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Building Principals, Counselors, Parents, Juvenile Division • Funding Source: Fund 2 Teachers 	Spring '23
	<p>1.1.4. Continue daily attendance calls from the admin of each building.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Building Principals, Counselors, Nurses, Building Secretaries • Funding Source: Fund 2 Teachers 	Spring '23
	<p>1.1.5. Utilize data to track students who are at risk and provide resources to help address needs.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Building Principals, Teachers, Counselors, Post-secondary Advisor • Funding Source: Fund 2 Teachers 	Spring '23
	<p>1.1.6. Increase communication between home and school.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Principals, Teachers, Parents, Students • Funding Source: Fund 1 Operations 	Spring '23

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 1.0: STUDENT SUCCESS

GOAL 1.2 State Assessments	By 2025, the ACT composite score will increase from 20.1 to 21 as measured by the ACT exam.	Goal Met <input type="checkbox"/>
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Goal Monitoring	Action Steps	Timeline
	1.2.1. Reimburse students the cost of the exam for their first score of 21 or higher. <ul style="list-style-type: none"> • Person or Team Responsible: HS Principals, Counselor • Funding Source: HS Supplies 	Fall '23
	1.2.2. An ACT Prep course/bootcamp will be offered and reimbursed. <ul style="list-style-type: none"> • Person or Team Responsible: HS Principal, Counselor, Teachers • Funding Source: HS Supplies 	Fall '23
	1.2.3. Incorporate ACT test preparation skills into instruction. <ul style="list-style-type: none"> • Person or Team Responsible: HS Principals, Teachers • Funding Source: Fund 2 Teacher 	Fall '23
	1.2.4. Celebrate and recognize students scoring 21 or higher and improving on the ACT. <ul style="list-style-type: none"> • Person or Team Responsible: HS Principals, Counselor • Funding Source: HS Supplies 	Fall '24
	1.2.5. Provide ACT Black Book, a preparation resource, that could be checked out to students. <ul style="list-style-type: none"> • Person or Team Responsible: HS Principals, Counselor • Funding Source: HS Supplies 	Fall '23
	1.2.6. Hold an ACT family education night to assist families with registration, fees, and explain scholarship opportunities. <ul style="list-style-type: none"> • Person or Team Responsible: HS Principals, Counselor, Post-secondary Advisor, Parents • Funding Source: HS Supplies 	Fall '23

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 1.0: STUDENT SUCCESS

<p>GOAL 1.3 Discipline</p>	<p>By 2025, student office referrals will drop by 2% annually as measured by the student information system.</p>	<p>Goal Met <input type="checkbox"/></p>
<p>Goal Monitoring</p>	<p>Action Steps</p>	<p>Timeline</p>
	<p>1.3.1. Provide specific lessons on behavior expectations on a regular basis through counselor lessons.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Building Counselors • Funding Source: Social Emotional Learning 	<p>Spring '23</p>
	<p>1.3.2. Provide teachers with classroom management strategies for working with diverse student populations.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Principals, Teachers • Funding Source: Professional Development 	<p>Spring '23</p>
	<p>1.3.3. Positive reinforcements for students who follow expectations and procedures (zero office referrals recognized in a timely manner).</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers • Funding Source: HS/EL Supplies 	<p>Fall '23</p>
	<p>1.3.4. Model behavior expectations on a daily basis and check in and out with the counselor as needed</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principal, Teachers, Counselors • Funding Source: Fund 2 Teacher 	<p>Spring '23</p>
	<p>1.3.5. The district will provide staff, teachers, parents/guardians, and students access to the code of conduct, which specifies unacceptable student behavior and consequences for that behavior.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Principals, Teachers, Website Administrator • Funding Source: HS/EL School Supplies 	<p>Spring '23</p>
	<p>1.3.6. Develop an individualized plan for students with excessive discipline referrals.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Counselors, Parents, Students • Funding Source: Fund 2 Teacher 	



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PRIORITY 1.0: STUDENT SUCCESS

GOAL 1.4 Socia/Emotional		Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>By 2025, our district will increase the student survey results in the area of belonging/accepted from 72.6% to 80% in the strongly agree and agree categories.</p>	
	<p>1.4.1. Develop and implement student mentoring program.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Counselors, A + Coordinator • Funding Source: Fund 2 Teacher 	Fall '23
	<p>1.4.2. Students in grades 6-12 will complete a school survey annually.</p> <ul style="list-style-type: none"> • Person or Team Responsible: HS/JH Principals, Teachers, Students • Funding Source: Technology Supplies 	Fall '23
	<p>1.4.3. Buildings will provide opportunities for a variety of student activities.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Counselors, Teachers • Funding Source: HS/EL Supplies 	Fall '23
	<p>1.4.4. Meet with individual students to identify interests and any barriers to their involvement, provide assistance as needed.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Post-secondary Advisor • Funding Source: Social Emotional 	Fall '23
	<p>1.4.5. Host an annual event to showcase all extra-curricular opportunities.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Counselors • Funding Source: HS/EL Supplies, Title 1 Supplies 	Fall '23
	<p>1.4.6. Create a positive school environment that students want to be in (as measured by a climate survey).</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Teachers, Staff, Students, Parents • Funding Source: Fund 1, 2, and 4 	Fall '23

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 1.0: STUDENT SUCCESS

<p>GOAL 1.5 State Assessments</p>	<p>By 2025, students scoring in the below basic/basic categories will decrease by 4% annually as measured by the state MAP/EOC exams.</p>	<p>Goal Met <input type="checkbox"/></p>
<p>Goal Monitoring</p>	<p>Action Steps</p>	<p>Timeline</p>
	<p>1.5.1. Utilize MAP, EOC, and other academic data to track students that are at risk.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers • Funding Source: Fund 2 Teacher 	<p>Spring '23</p>
	<p>1.5.2. Provide interventions for students at risk.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers • Funding Source: Fund 2 Teacher, Title 1 Instruction 	<p>Spring '23</p>
	<p>1.5.3. Provide after school academic support programs.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principal, Teachers • Funding Source: Fund 2, Remediation 	<p>Spring '23</p>
	<p>1.5.4. Embed opportunities for student practice state assessment-like items within the classroom.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Teachers • Funding Source: Fund 2 Teacher 	<p>Spring '23</p>
	<p>1.5.5. Continue to collaborate within grade levels and departments to identify student strengths/weaknesses.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Teachers • Funding Source: Fund 2 Teachers, Professional Development 	<p>Spring '23</p>
	<p>1.5.6. Offer authentic learning experiences and focus on individual student goal setting as a tool for growth.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Teachers • Funding Source: Fund 2 Teacher, STEM Grant, WRVEC Grant, HS/EL Supplies 	<p>Fall '23</p>

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 1.0: STUDENT SUCCESS

GOAL 1.6 Reading Proficiency	By 2024, 90% of Gainesville elementary students will meet grade level reading proficiency by the end of 3 rd Grade. (STAR Assessments, DRA, & LETRS)	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	1.6.1. Identify reading deficiencies by class and other student characteristics. <ul style="list-style-type: none"> • Person or Team Responsible: EL Principal, Teachers, Title 1 Reading, Intervention Specialist • Funding Source: EL Supplies, Title 1 Supplemental 	Fall '23
	1.6.2. Implement reading strategies to support grade level reading proficiency. <ul style="list-style-type: none"> • Person or Team Responsible: EL Principal, Teachers, Title 1 Reading, Intervention Specialist • Funding Source: EL Supplies, Title 1 Supplemental 	Fall '23
	1.6.3. Assess reading proficiency levels using STAR reading. <ul style="list-style-type: none"> • Person or Team Responsible: EL Principal, Teachers, Title 1 Reading, Intervention Specialist • Funding Source: EL Supplies, Title 1 Supplemental 	Fall '23
	1.6.4. Monitor Developmental Reading Assessments (DRAs) for students that are not meeting grade level reading standards. <ul style="list-style-type: none"> • Person or Team Responsible: EL Principal, Teachers, Title 1 Reading, Intervention Specialist • Funding Source: EL Supplies, Title 1 Supplemental 	Fall '23
	1.6.5. Provide professional development opportunities to supporting reading initiatives. <ul style="list-style-type: none"> • Person or Team Responsible: EL Principal, Teachers, Title 1 Reading, Intervention Specialist • Funding Source: HS/EL Supplies, Title 1 Supplies 	Fall '23
	1.6.6. Develop a system to reward and promote reading growth. <ul style="list-style-type: none"> • Person or Team Responsible: EL Principal, Teachers, Title 1 Reading, Intervention Specialist • Funding Source: EL Supplies, Title 1 Supplemental 	Fall '23



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PRIORITY 2.0: QUALITY STAFF

GOAL 2.1 Teacher Retention	By the fall of 2025, the district will retain and attract at least 95% “highly qualified” certified staff per DESE certification on an annual basis.	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>2.1.1. Implement systems of supports for new teachers such as mentoring programs within the District and opportunities through GOCS. Data Analyzed-surveys.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principal, Mentors • Funding Source: Professional Development 	Fall ‘23
	<p>2.1.2. Allocate professional development funding that supports individualized learning for teachers and is aligned to research. Data Analyzed: review of annual budget.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Professional Development Committee • Funding Source: Professional Development 	Fall ‘23
	<p>2.1.3. Explore options for increasing leave accrual and payouts upon retirement as an incentive to retain highly qualified staff until retirement. Data Analyzed: Surveys, compare local districts, attendance records.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent • Funding Source: Fund 2 Teacher 	Spring ‘23
	<p>2.1.4. Create an exit survey and review exit survey data when staff leaves district. Data Analyzed: exit surveys.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Principals • Funding Source: Fund 2 Teacher 	Fall ‘24
	<p>2.1.5. Create a committee/recruitment team to promote the district, identify, and contract highly qualified applicants. Data Analyzed: Job fair attendance, communication with local universities, social media, local newspapers, web applicants</p> <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: Fund 2 Teacher 	Fall ‘23



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PRIORITY 2.0: QUALITY STAFF



GOAL 2.2 Salary Schedule	The district will increase staff salaries, wages, and benefits by 3% annually.	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>2.2.1. The salary schedule and benefits will be analyzed and evaluated annually. Data Analyzed: salary schedule and benefits of employees.</p> <ul style="list-style-type: none"> • Person or Team Responsible: School Board, Administrative Team • Funding Source: Fund 1 and 2 	Spring '23
	<p>2.2.2. The district will develop a salary schedule to reflect competitive salaries, wages, benefits, and make annual adjustments to be more competitive in Conference. Data Analyzed: Salary Schedule, Salary Schedules of Conference Schools</p> <ul style="list-style-type: none"> • Person or Team Responsible: School Board, Administrative Team • Funding Source: Fund 1 and 2 	Spring '23
	<p>2.2.3. The district stipends will be re-evaluated to accurately reflect duties and provide competitive salaries to increase wages, salaries, and benefits. Data Analyzed: stipends, job duties, compare applied hours of work to salary to determine hourly wages, determine if hourly wage is competitive.</p> <ul style="list-style-type: none"> • Person or Team Responsible: School Board, Administrative Team • Funding Source: Fund 1 and 2 	Spring '23
	<p>2.2.4. Assess staff supplemental pay for remediation activities. Data Analyzed: hourly tutoring rate.</p> <ul style="list-style-type: none"> • Person or Team Responsible: School Board, Administrative Team • Funding Source: Fund 1 and 2 	Spring '23
	<p>2.2.5. Propose alternative funding sources once the \$38,000 state funded teacher minimum grant is not funded.</p> <ul style="list-style-type: none"> • Person or Team Responsible: School Board, Administrative Team • Funding Source: Fund 1, 2, & 4 	Yearly

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



HOME OF THE BULLDOGS



PRIORITY 2.0: QUALITY STAFF

GOAL 2.3 Professional Development

100% of new and returning teachers will be provided with development opportunities/trainings aligned with district goals and teacher expectations to promote teacher success and growth on an annual basis.

Goal Met
□

Goal Monitoring

Action Steps

Timeline

2.3.1. All new teachers will be provided with new teacher orientation in the district annually.

- **Person or Team Responsible:** Principal, Mentors, Teachers
- **Funding Source:** Professional Development

Fall '23

2.3.2. All new teachers will be provided with a mentor for the first two years of employment in the district to provide one-on-one supports to promote teacher success.

- **Person or Team Responsible:** Principal, Mentors, Teachers
- **Funding Source:** Professional Development

Fall '23

2.3.3. The district will partner with GOCS D for effective teacher trainings and professional development opportunities. Data Analyzed: teacher surveys.

- **Person or Team Responsible:** Superintendent, Principals, Teachers
- **Funding Source:** Professional Development

Fall '23

2.3.4. The district will provide professional development training on campus at the start of a new school year and throughout the school year as documented on the school calendar.
Data Analyzed: teacher surveys

- **Person or Team Responsible:** Administrative Team, PD Committee
- **Funding Source:** Professional Development

Fall '23

2.3.5. Assess and improve the District's Professional Development Plan annually.

- **Person or Team Responsible:** Administrative Team, Professional Development Committee
- **Funding Source:** Professional Development

Spring '23

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 3.0: PARENT & COMMUNITY INVOLVEMENT

GOAL 3.1 Involvement	The parent, community, and stakeholder participation in surveys will increase by 5% annually. (Initial survey response 86)	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	3.1.1. Utilize a secure survey platform: <ul style="list-style-type: none"> ○ Only allow one response per email address ○ Ensure survey is only completed by Gainesville School District Stakeholders • Person or Team Responsible: Principals, Technology Director • Funding Source: Technology Supplies 	Fall '23
	3.1.2. Teacher participation in the district survey will be above 95%. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers • Funding Source: Fund 2 Teacher 	Fall '23
	3.1.3. The Gainesville School District will conduct a school climate/culture survey and provide data annually. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers, Parents, Students, Community Members • Funding Source: Fund 2 Teacher 	Fall '23
	3.1.4. The Gainesville School District will offer stakeholders the opportunity to participate in the survey while at Parent-Teacher Conferences. <ul style="list-style-type: none"> • Person or Team Responsible: Principals • Funding Source: Fund 2 Teacher 	Fall '23
	3.1.5. The Gainesville School District will share the survey on multiple outlets and will utilize frequent communication reminders for stakeholders to complete the survey. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: Fund 2 Teacher 	Fall '23

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 3.0: PARENT & COMMUNITY INVOLVEMENT

GOAL 3.2 Parent Involvement	Attendance at JH/HS Parent-Teacher Conferences will increase by 5% each year beginning 2023-24.	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	3.2.1. Gainesville School District will utilize effective communication to encourage parent participation in conferences. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers • Funding Source: Fund 2 Teacher 	Fall '23
	3.2.2. Gainesville School District will offer a variety of conference times to accommodate parent and guardian schedules. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers • Funding Source: Fund 2 Teacher 	Fall '23
	3.2.3. The Gainesville School District will offer a variety of ways to encourage parental involvement/attendance at conferences (food, incentives etc). <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: HS/EL Supplies 	Fall '23
	3.2.4. The Gainesville School District will offer opportunities for parents to participate in conferences by phone and/or digital platform if unable to attend in person. <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers • Funding Source: Fund 2 Teacher 	Fall '23
	3.2.5. The Gainesville School District will hold conferences in a manner that is respectful to parents and students./ <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers. • Funding Source: Fund 2 Teacher 	Fall '23
	3.2.6. The Gainesville School District will offer incentives for attendance. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: HS/EL Supplies 	Fall '23



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PRIORITY 3.0: PARENT & COMMUNITY INVOLVEMENT

GOAL 3.3 Community Involvement	By 2025, the Gainesville School District will have 20% of its students involved in a mentorship program with Community Partners.	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>3.3.1. The Gainesville School District will partner with local community partners to develop and implement a mentorship program.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Postsecondary Advisor, Students, AOE and SBE advisors, Community partners • Funding Source: Fund 2 Teacher 	Spring '24
	<p>3.3.2. Mentors will meet with students quarterly to discuss grades, attendance, behavior and to develop post-graduation plans.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Postsecondary Advisor, Students, AOE and SBE advisors, Community Partners • Funding Source: Fund 2 Teacher 	Spring '24
	<p>3.3.3. Recognize community partners through events such as career day etc.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Postsecondary Advisor, Students, AOE and SBE advisors • Funding Source: Fund 2 Teacher 	Fall '24
	<p>3.3.4. The Gainesville School District will allow community partners to speak or present monthly to student grade levels on relevant topics.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Postsecondary Advisor, AOE and SBE advisors, Community Partners • Funding Source: 	Spring '24
	<p>3.3.5. Develop an effective working relationship and student work study program with community partners.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Postsecondary Advisor, AOE and SBE advisors, Community Partners • Funding Source: Fund 2 Teacher 	Fall '23
	<p>3.3.6. The District counselors and administrators will work with community partners to identify students for the mentoring program.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Counselors, Principals • Funding Source: Fund 2 Teacher 	Spring '24



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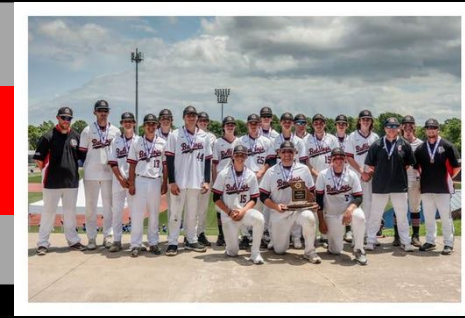
PRIORITY 4.0: LEADERSHIP & GOVERNANCE

GOAL 4.1 Reserve Balance	<p>The district will maintain a 25% reserve balance annually as reported on the Annual Secretary of the Board Report (ASBR).</p>	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>4.1.1. Allocate funds to ensure diverse district needs are being met.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, School Board • Funding Source: Fund 1, 2, & 4 	<p>Spring '23</p>
	<p>4.1.2. Superintendent will provide a monthly financial report to the BOE and review the budget quarterly.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, School Board • Funding Source: Fund 2 Teacher 	<p>Spring '23</p>
	<p>4.1.3. Bi-annually review financial expenditures and projections for future expenses.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, School Board • Funding Source: Fund 2 Teacher 	<p>Fall '23</p>
	<p>4.1.4. Evaluate fund allocations to ensure expenditures are specifically directed at improved student learning.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, School Board • Funding Source: Fund 2 Teacher 	<p>Fall '23</p>
	<p>4.1.5. The district will evaluate the current tax levy and propose adjustments if necessary to provide essential resources required in our CSIP plan.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, School Board, Community Partners, Key Stakeholders, Key Communicators • Funding Source: Fund 1, 2, & 4 	<p>Spring '24</p>
	<p>4.1.6. Monitor and approve the use of funds through the BOE.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, School Board • Funding Source: Fund 2 Teacher 	<p>Fall '23</p>

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 4.0: LEADERSHIP & GOVERNANCE

GOAL 4.2 Communication	At least 90% of families will indicate school communication is effective or highly effective as measured by the annual climate/culture survey by 2025.	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	4.2.1. Develop, fully implement and maintain the District Communication Plan beginning with the 2023-24 school year. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers • Funding Source: Fund 1 Operations 	Fall '23
	4.2.2. Provide access to and encourage regular use of parent portal each year. <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers, Administrative Assistants • Funding Source: Fund 1 & 2 	Spring '23
	4.2.3. Share information via multiple formats through social media, email, messaging system, newspaper articles, and newsletters. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: Fund 2 Teacher 	Spring '23
	4.2.4. Frequent communication with families through phone calls, notes home, postcards, communication logs, and more. <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers • Funding Source: Fund 2 Teacher 	Spring '23
	4.2.5. Audit the communication plan annually to ensure effectiveness. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers, School Board • Funding Source: Fund 1 & 2 	Fall '24
	4.2.6. Review the annual survey for communication effectiveness each year and develop new strategies to increase effectiveness yearly. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers, School Board • Funding Source: Fund 1 & 2 	Fall '23



HOME OF THE BULLDOGS



PRIORITY 4.0: LEADERSHIP & GOVERNANCE

GOAL 4.3 Facility Improvements

The district will maintain and improve district facilities annually as measured by a 3% allocation of the annual budget to capital improvement projects.

Goal Met

Goal Monitoring

Action Steps

Timeline

4.3.1. Develop and annually review a long range facility improvement plan.
 • **Person or Team Responsible:** Maintenance Director, Superintendent, Teachers, Support Staff, School Board
 • **Funding Source:** Capital Improvement Fund 4

Fall '23

4.3.2. Annual review of the facility conditions and maintenance status across the district.
 • **Person or Team Responsible:** Maintenance Director, Superintendent, Teachers, Support Staff, School Board
 • **Funding Source:** Capital Improvement Fund 4

Fall '23

4.3.3. Improve three to five items on the facility improvement plan each year.
 • **Person or Team Responsible:** Superintendent, School Board, Maintenance Director
 • **Funding Source:** Fund 1 & 4

Spring '24

4.3.4. Conduct annual comprehensive building inspections for both emergency operations and facility safety using a district-approved audit checklist tool.
 • **Person or Team Responsible:** Superintendent, Principals, Maintenance Director
 • **Funding Source:** Fund 1 & 4

Fall '23

4.3.5. Evaluation of district cameras to provide adequate surveillance to all district facilities.
Person or Team Responsible: Administrative Team, Technology Director
Funding Source: Technology Fund

Fall '23

4.3.6. Communicate with all patrons throughout all phases of the capital improvement processes
 • **Person or Team Responsible:** Administrative Team, School Board, Maintenance Director
 • **Funding Source:** Fund 1 & 4

Spring '23

4.3.7. CSIP team will meet on an annual basis to review progress on this goal and action steps
 • **Person or Team Responsible:** CSIP Team
 • **Funding Source:** Fund 1 & 4

Fall '24



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PRIORITY 4.0 LEADERSHIP & GOVERNANCE

GOAL 4.4 Student Involvement	100% of high school students will complete a service/leadership project before graduation.	Goal Met <input type="checkbox"/>
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Goal Monitoring	Action Steps	Timeline
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	<p>4.4.1. By 2023-2024 each high school class will develop a community service/leadership project to complete by the end of year.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers, HS Students • Funding Source: HS Supplies 	Fall '23
	<p>4.4.2. Each class will reflect annually upon their community service/leadership project and present to the board of education.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Teachers, HS Students • Funding Source: HS Supplies 	Fall '23
	<p>4.4.3. Each class will make changes to their project annually to improve the project's purpose.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Teachers, HS Students • Funding Source: HS Supplies 	Fall '23
	<p>4.4.4. Recognize community projects through various forms of communication</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Teachers • Funding Source: HS Supplies 	Spring '24
	<p>4.4.5. Homeroom teachers and class sponsors will help facilitate the process and survey the community for service projects</p> <ul style="list-style-type: none"> • Person or Team Responsible: Teachers, Sponsors, 9-12 Students • Funding Source: HS Supplies, Extra-Duty 	Fall '23

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 5.0 FACILITIES & RESOURCES

GOAL 5.1 Facility Improvement	<p>The district will maintain and improve district facilities annually as measured by a 3% allocation of the annual budget to capital improvement projects.</p> <p><i>By May of 2025, develop, evaluate, and assess the 3-5 year and 6-10-year facility improvement plan.</i></p>	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>5.1.1. By May of 2024, 100% of the staff will complete a survey of facility improvements.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, Staff • Funding Source: Fund 1 & 2 	Spring '24
	<p>5.1.2. By 2025, develop a priority list to address facility improvements.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Superintendent, School Board • Funding Source: Fund 1, 2, & 4 	Spring '25
	<p>5.1.3. By 2025, complete the Elvis Barrett outdoor classroom.</p> <ul style="list-style-type: none"> • Person or Team Responsible: HS/JH Principal, Superintendent, Maintenance Director • Funding Source: Private Donation 	Spring '25
	<p>5.1.4. By 2025, develop district plans to renovate restrooms in each building to meet all students' needs.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Maintenance Director, Superintendent, School Board • Funding Source: Fund 4 	Spring '25
	<p>5.1.5. By 2024, inspect and provide proper technology maintenance to present district owned property.</p> <p>Person or Team Responsible: Technology Director</p> <p>Funding Source: Technology Supplies & Equipment, Title V</p>	Spring '24
	<p>5.1.6. By 2024, develop a manageable and affordable cycle to replace equipment for staff and students.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Teachers, School Board • Funding Source: Fund 1, 2, and 4 	Spring '24

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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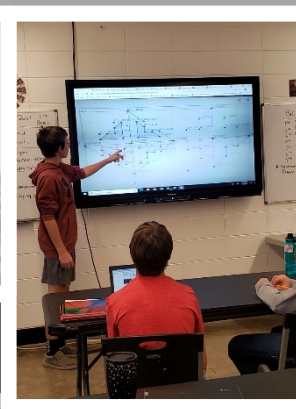
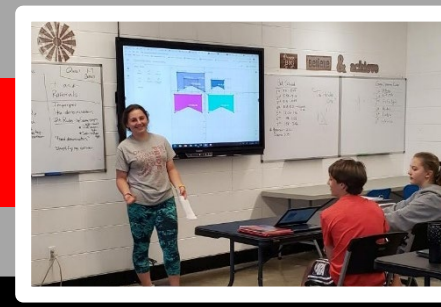
PRIORITY 5.0: FACILITIES & RESOURCES

GOAL 5.2 Social Emotional	By 2024, 75% of students will agree or strongly agree to feeling socially and emotionally safe as measured by a student survey.	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	5.2.1. By 2024, 90% of students will agree or strongly agree to feeling physically safe as measured by a student survey. <ul style="list-style-type: none"> • Person or Team Responsible: Safety Committee • Funding Source: Fund 1 & 2 	Spring '24
	5.2.2. The district will increase social/emotional support for all students and staff by providing at least 3 resources annually. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team, Counselors, Teachers, Students, Parents • Funding Source: Fund 1, 2, & 4 	Spring '24
	5.2.3. By 2025, the middle school and high school buildings will provide specific lessons for students regarding social/emotional support. <ul style="list-style-type: none"> • Person or Team Responsible: Counselor • Funding Source: Social Emotional 	Spring '25
	5.2.4. By 2025, host district-wide quarterly celebrations for all staff. <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: Fund 2 Teacher 	Fall '25
	5.2.5. By 2025, define bullying, perspective taking, and teach bullying responses. <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Counselors, Teachers, Students • Funding Source: HS/EL Supplies, Professional Development 	Spring '25
	5.2.6. By 2025, Teaching students cooperative learning strategies and conflict resolution (it is okay to disagree). <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Counselors, Teachers • Funding Source: HS/EL Supplies, Professional Development 	Spring '25

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)



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PRIORITY 5.0: FACILITIES & RESOURCES

GOAL 5.3 Technology	By 2025, students scoring in the below basic/basic categories will decrease by 4% annually as measured by the state MAP/EOC exams. <i>By 2024, the district will develop a technology plan to improve academics measured by an annual technology audit and academic achievement.</i>	Goal Met <input type="checkbox"/>
Goal Monitoring	Action Steps	Timeline
	<p>5.3.1. By 2024, the district will expand the pilot iXL program into the high school core classes.</p> <ul style="list-style-type: none"> • Person or Team Responsible: HS Principals, Teachers • Funding Source: HS Supplies 	Spring '24
	<p>5.3.2. By 2024 inspect and provide proper technology maintenance to present district owned property. Person or Team Responsible: Technology Director Funding Source: Technology Supplies and Equipment, Title V</p>	Spring '24
	<p>5.3.3. By 2025 develop a manageable and affordable cycle to replace equipment for staff and students</p> <ul style="list-style-type: none"> • Person or Team Responsible: Administrative Team • Funding Source: Fund 1, 2, & 4 	Fall '25
	<p>5.3.4. By 2025 enhance Wi-Fi capabilities throughout the district.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Technology Director • Funding Source: Technology Supplies & Equipment, Title V 	Fall '25
	<p>5.3.5. By 2025 develop a technology internship program in the high school to address future personnel needs within the district.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Principals, Technology Director • Funding Source: HS Supplies 	Spring '25
	<p>5.3.6. By 2025 evaluation of district cameras to provide adequate surveillance to all district facilities.</p> <ul style="list-style-type: none"> • Person or Team Responsible: Technology Director • Funding Source: Technology Supplies & Equipment, Title V 	Fall '25

Goal Monitoring: Progressing (P), Completed (C), Growth Area (GA), New Goal (NG), New Action Step (NAS)