

Greenville Independent School District
Greenville Middle School
2023-2024 Campus Improvement Plan

Accountability Rating: Not Rated



Board Approval Date: January 16, 2024

Mission Statement

GMS: Our mission is to provide a nurturing environment that empowers students to be actively involved life-long learners and future leaders.

District: Our united GISD community strives to prepare, inspire, and empower every student to lead a successful life.

Vision

We educate today...you succeed tomorrow!

Value Statement

We believe every student deserves to be in a safe environment while receiving a broad-based education in preparation for life and work.

- ***We will maintain on each GISD campus, a safe and disciplined environment conducive to student learning and employee effectiveness.***

We believe all children can and will reach their full educational potential when given the necessary tools, direction, and support.

- ***We will ensure that all children leave GISD with a strong educational foundation which will allow them to pursue their goals and dreams regardless of personal circumstance, economic status, or learning challenges. This will be facilitated through the equitable allocation of resources and utilization of personalized education plans.***

We believe our exceptional staff is the most important resource serving the students of our district.

- ***We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization. The district will develop an attractive and competitive career package that will establish GISD as a preferred employer.***

We believe GISD is accountable to all stakeholders through the success of our students and staff.

- ***We will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.***

We believe GISD is accountable to all stakeholders through the efficient use of our resources.

- ***We will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.***

We believe partnerships with the larger community are vital to a vibrant and exceptional educational system, and that maintaining effective communication is critical to maintaining these relationships.

- ***We will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.***

Table of Contents

Comprehensive Needs Assessment	5
School Processes & Programs	5
Priority Problem Statements	6
Comprehensive Needs Assessment Data Documentation	7
Goals	9
Goal 1: Greenville Middle School will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.	9
Goal 2: Greenville Middle School will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.	18
Goal 3: We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization.	22
Goal 4: Greenville Middle School will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.	29
Goal 5: Greenville Middle School will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.	30

Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

- Effective Schools Framework
- District Scope and Sequences
- District Curriculum Guides
- GMS Playbook
- Discipline Management Plan
- Stuck in the Middle Newsletter

School Processes & Programs Strengths

The GMS Playbook

District relationships with Teaching and Learning Department and GMS administration and teachers

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Observation Survey results

Student Data: Student Groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

- Class size averages by grade and subject
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- T-TESS data
- T-PESS data

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Other additional data

Goals

Goal 1: Greenville Middle School will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.





Performance Objective 1: Greenville Middle School will achieve an overall "C" or higher rating with at least one academic distinction.

High Priority

Evaluation Data Sources: STAAR scores, TEA Accountability rating

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue to include the addition of a second block of math and reading for all students not successful on state assessment. Review data to determine effectiveness.</p> <p>Strategy's Expected Result/Impact: Increase in students achieving "approaches" and "meets" grade level expectations.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math -</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers have thirteen planning Fridays to develop lesson plans. Administration will work with teachers to ensure lesson plan development meets the rigor of required TEKS.</p> <p>Strategy's Expected Result/Impact: Increase the academic performance of students who are identified as needing intervention.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Deans</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math -</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide plan audits for rigor, depth, and complexity after each planning Friday.</p> <p>Strategy's Expected Result/Impact: Increase rigor</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p> <p>Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: GMS Administration will conduct intentional walkthroughs for lesson alignment and provide coaching to teachers. GMS will use the ESF framework and Bambrick model when providing feedback.</p> <p>Strategy's Expected Result/Impact: Increased teacher effectiveness.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Disaggregate and analyze student data to identify strengths and weaknesses including data from skills checks, unit assessments, and Measurement of Academic Progress (MAP).</p> <p>Strategy's Expected Result/Impact: Target Instruction resulting in 100% of GMS students growing on the 2024 STAAR in all grade levels for all subjects.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Deans</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math -</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Utilize PLC protocols during weekly PLCs to include data analysis and creation of Instructional Action Plans.</p> <p>Strategy's Expected Result/Impact: Student achievement Effective planning, data analysis, and collaboration</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 1: Greenville Middle School will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.

Performance Objective 2: Greenville Middle School will increase the academic performance of students identified as Economically Disadvantaged, English Language Learners, African American, and/or Special Education students at all grade levels in Math and Reading by 10%.

Evaluation Data Sources: STAAR
 MAP Testing
 Formative Assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement student data trackers to aide in identifying learning gaps. Strategy's Expected Result/Impact: Increase purposeful re-teach and interventions through TEKS specific lessons. Staff Responsible for Monitoring: Teachers Assistant Principals Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Support our lowest 20% students through a campus based interventionist and B classes that provide accelerated instruction as required by HB 1416. Strategy's Expected Result/Impact: Increased achievement for low performing students. Staff Responsible for Monitoring: Dean Principal Assistant Principals</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Use spiraling techniques (ex. rigorous bell ringers and exit tickets) based on student data to review/reinforce concepts.</p> <p>Strategy's Expected Result/Impact: Reinforcement of concepts</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide tutorials/acceleration before and after school utilizing the ACE program.</p> <p>Strategy's Expected Result/Impact: Increased growth</p> <p>Staff Responsible for Monitoring: ACE Coordinator Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Implement District PLC Protocol.</p> <p>Strategy's Expected Result/Impact: Identify and implement challenge and aim statements to address areas for growth.</p> <p>Staff Responsible for Monitoring: Teachers Principal Assistant Principal(s)</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 6 Details	Reviews			
<p>Strategy 6: Teachers will utilize AVID strategies using WICOR.</p> <p>Strategy's Expected Result/Impact: Increased reading comprehension and analysis.</p> <p>Staff Responsible for Monitoring: AVID Coordinator AVID Site Team Administration</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: The English Language Proficiency Standards (ELPS) will be implemented into instruction to make content comprehensible and develop academic language.</p> <p>Strategy's Expected Result/Impact: Academic language development</p> <p>Staff Responsible for Monitoring: Administration Department Chairs</p> <p>Title I: 2.5, 2.6</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 1: Greenville Middle School will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.

Performance Objective 3: Greenville Middle School will ensure students are prepared for college, career, and life by increasing student knowledge of post-secondary readiness.

Evaluation Data Sources: Longitudinal STAAR data
 Elective Course selection
 Attendance
 Discipline





Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will implement data trackers to identify learning gaps and provide interventions. Strategy's Expected Result/Impact: Close learning gaps Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Promote activities through the campus website, social media, and counseling staff to all students and parents. Strategy's Expected Result/Impact: Increased knowledge of activities. Increased college preparedness. Staff Responsible for Monitoring: Principal Media specialist</p> <p>Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Continue to establish and expand community partnerships for Career Technology Education.</p> <p>Strategy's Expected Result/Impact: Offer more CTE courses offered at middle school.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Add Agriculture CTE course to the student offerings for the 2023-2024 school year.</p> <p>Strategy's Expected Result/Impact: Increased student engagement.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Greenville Middle School will continually strive toward achieving the highest accountability ratings established by the Texas Education Agency and will foster the development of leadership skills which will allow our students to become successful and productive citizens.

Performance Objective 4: By June, 2024, the percentage of students that will rate in the category of meets for the combined STAAR/EOC will be 38%.

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: HB 1416 student intervention implemented for students that failed STAAR. Strategy's Expected Result/Impact: Increased student achievement. Staff Responsible for Monitoring: Principal Dean of Instruction	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Greenville Middle School will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 1: Greenville Middle School will implement the GMS Playbook and discipline procedures to reduce discipline incidents by 15%.





High Priority

Evaluation Data Sources: 425 report

Attendance reports

Discipline Referrals/data





Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers and staff will be trained on MANDT. Strategy's Expected Result/Impact: Increased academic performance Staff Responsible for Monitoring: Principal Assistant Principal(s) ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Campus administration and student engagement officer will support the continued implementation of Tier III behavioral strategies. Strategy's Expected Result/Impact: Reductions of behavior incidents Staff Responsible for Monitoring: Principal Assistant Principals Student Engagement Officer Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Greenville Middle School Administration will inform students of expectations for success during general assemblies and lunches.</p> <p>Strategy's Expected Result/Impact: Success for all students</p> <p>Staff Responsible for Monitoring: Principal Asst. Principals All staff</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Campus leadership team will review student discipline each month to monitor out-of-class placements and to strategize regarding areas in need of targeted interventions.</p> <p>Strategy's Expected Result/Impact: Student growth</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Student Engagement Officer Secretaries Registrars</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Utilize Student Engagement Officer to support and effectively coach students with multiple discipline referrals.</p> <p>Strategy's Expected Result/Impact: Improved behavior</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals Student Engagement Officer</p> <p>Title I: 2.6</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Greenville Middle School will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 2: Counselors will provide guidance lessons addressing the Social and Emotional Learning needs of all students..





Evaluation Data Sources: School Discipline
School culture surveys

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors will deliver and conduct character development lessons to both grade levels and include anti-bullying lessons.</p> <p>Strategy's Expected Result/Impact: Reduce the number of incidents leading to referrals</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Presentation on digital safety and technology awareness for both grade levels.</p> <p>Strategy's Expected Result/Impact: Safe use of technology</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Counselors will use Character Strong program to integrate SEL instruction and activities to both grade levels.</p> <p>Strategy's Expected Result/Impact: Less referrals</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Greenville Middle School will maintain a safe and disciplined environment conducive to student learning and employee effectiveness.

Performance Objective 3: Partner with the campus Community In School liaison to increase student attendance.





Evaluation Data Sources: Attendance
 CIS enrollment
 CIS campus activities

Strategy 1 Details	Reviews			
<p>Strategy 1: Identify at-risk attendance students and conduct counseling sessions based on need.</p> <p>Strategy's Expected Result/Impact: Increased student achievement</p> <p>Staff Responsible for Monitoring: Principal Region 10-Community In Schools</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Student Engagement Officers will reach out to parents of students who are absent daily. Campus administration will notify parents of students who are experiencing chronic absenteeism.</p> <p>Strategy's Expected Result/Impact: Increased attendance</p> <p>Staff Responsible for Monitoring: Principal Assistant Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization.

Performance Objective 1: 100% of Greenville Middle School teachers will meet the Texas certification requirements or District of Innovation requirements for CTE courses.

Evaluation Data Sources: Certifications





Strategy 1 Details	Reviews			
<p>Strategy 1: Work with teacher organizations to support to teachers.</p> <p>Strategy's Expected Result/Impact: Retain highly qualified teachers.</p> <p>Staff Responsible for Monitoring: Human Resources Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals -</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization.

Performance Objective 2: Greenville Middle School teachers will show growth or maintain, if proficient or higher, on their T-TESS summative evaluations.

Evaluation Data Sources: T-TESS walk-through
 Observation
 Final summative

Strategy 1 Details	Reviews			
<p>Strategy 1: The Campus Leadership Team will conduct intentional walk-throughs followed by coaching sessions that target identified T-TESS standards.</p> <p>Strategy's Expected Result/Impact: Improvement in instruction and reinforce positive instructional practices</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal(s)</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will engage in common planning time to ensure effective alignment, rigor, and instructional pace.</p> <p>Strategy's Expected Result/Impact: Improved instruction</p> <p>Staff Responsible for Monitoring: Principal Asst. Principal (s) Dean Curriculum Coordinators</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will engage in intentional observations of campus teachers.</p> <p>Strategy's Expected Result/Impact: Develop strategies to improve instruction</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal (s)</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization.

Performance Objective 3: The Greenville Middle School Administration will provide monitored and intentional support to all teachers new to GMS.

Evaluation Data Sources: Teacher retention

Strategy 1 Details	Reviews			
<p>Strategy 1: GMS will provide a mentor teacher to all new teachers.</p> <p>Strategy's Expected Result/Impact: Introduce new strategies and classroom management techniques</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal(s) Veteran Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Intentional coaching sessions for new teachers by members of the instructional leadership team.</p> <p>Strategy's Expected Result/Impact: Increased student achievement through improved instructional methods</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal(s)</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 3 Details	Reviews			
<p>Strategy 3: Opportunity to participate in professional development at the district, state, or region to improve and understand district and campus goals that will impact student growth.</p> <p>Strategy's Expected Result/Impact: Increased student performance by giving teachers increased knowledge about content skills and strategies.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: We will actively recruit, support, develop, and maintain highly qualified employees who have character and competencies for all areas of the organization.

Performance Objective 4: Greenville Middle School will provide opportunities for high-quality professional development for 100% of teachers to support student learning.

Evaluation Data Sources: PLC Agendas
 Staff Meeting Agendas
 Professional Development Certificates





Strategy 1 Details	Reviews			
<p>Strategy 1: GMS Administrators will conduct PD at staff meetings to roll out a instructional delivery design for the entire campus.</p> <p>Strategy's Expected Result/Impact: Learning objective Student Products Data Digging and how to use it The Tasks (agenda) Accommodations and Differentiation Student Engagement Techniques</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will present professional development/learning techniques/strategies to staff.</p> <p>Strategy's Expected Result/Impact: Peer-to-peer professional development results in teachers being more receptive to strategies</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal (s)</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: Greenville Middle School will maintain fiscal responsibility in all district management decisions. We will implement our long-range strategic plan to ensure that improvements in school and support facilities are developed in a timely, functional, and cost-effective manner. We will maintain existing facilities to support the safety, comfort, and educational well-being of all those in our district. We will communicate with open, honest, transparency of the financial needs of the district with the broader community.

Performance Objective 1: Continue to ensure that the tax dollars invested into Greenville ISD are managed effectively and efficiently while abiding with all applicable standards, laws, and regulations.

Evaluation Data Sources: Monthly Financial Reports


Strategy 1 Details	Reviews			
<p>Strategy 1: Greenville Middle School will have budget reviews throughout the year to determine resources are allocated for achieving student success.</p> <p>Strategy's Expected Result/Impact: Expenses aligned with campus and district goals</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				


Goal 5: Greenville Middle School will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.


Performance Objective 1: Greenville Middle School will increase engagement with families, students, staff, and community.


Evaluation Data Sources: Sign-in sheets at events
 Tickets
 Engagement with Smores
 Engagement with Facebook

Strategy 1 Details	Reviews			
Strategy 1: Greenville Middle school will host Meet in the Middle, Conversations with Carter and Summer Send-Off events. Strategy's Expected Result/Impact: Increase family engagement Staff Responsible for Monitoring: Counselor(s) Principal Assistant Principal(s) Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 5: Greenville Middle School will maintain accurate, consistent, timely, and interactive communication between district employees, students, parents, and the community at large. The district will provide for family and community involvement that results in positive partnerships reflecting a willingness to work with the district and to share responsibility at various levels for the education of our students.

Performance Objective 2: Greenville Middle School will increase communication with parents, staff, and stakeholders through social media and blackboard messenger.

Evaluation Data Sources: Engagement with Smores
Follower count for Facebook, Twitter, etc.

Strategy 1 Details	Reviews			
<p>Strategy 1: Principal will communicate with stakeholders through the use of Blackboard messenger.</p> <p>Strategy's Expected Result/Impact: Effective communication</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Principal will create and distribute a GMS weekly newsletter.</p> <p>Strategy's Expected Result/Impact: Effective communication.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Use Facebook and Twitter to "Celebrate" and deliver important messages about Greenville Middle School.</p> <p>Strategy's Expected Result/Impact: Increased engagement</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June



No Progress



Accomplished



Continue/Modify



Discontinue