

Gregory-Portland Independent School District

Andrews Elementary

2024-2025 Campus Improvement Plan



Table of Contents

Comprehensive Needs Assessment	3
Demographics	3
Student Learning	4
School Processes & Programs	5
Perceptions	6
Comprehensive Needs Assessment Data Documentation	7
Priorities	9
Priority 1: Exceptional Student Performance	9
Priority 2: High Performing and Engaged Workforce	16
Priority 3: Quality Service and Impactful Community Engagement	18
Priority 4: Efficient and Effective District and Campus Operations	21
State Compensatory	25
Budget for Andrews Elementary	25
Campus Funding Summary	26
Policies, Procedures, and Requirements	31
Addendums	32

Comprehensive Needs Assessment

Demographics

Demographics Summary

- What is the breakdown of students by grade, ethnicity, and gender?

1st - 91

2nd - 109

3rd - 98

4th - 107

5th - 98

- What is the breakdown of students by at-risk indicator?
- How many students are considered economically disadvantaged?
- What is the breakdown of students by special instructional program (SPED, dyslexia, 504, emergent bilingual, special education, CTE, GT, SCE, migrant)?
- Has there been any changes in the district/community that impacted demographics?

Considerable growth in upper-middle class housing within our zone, influx of bilingual & Dual Language students

- How do teacher-student ratios impact instruction?

Dual Language @ 26 students - impacts instruction bc lack of space, lack of supervision, etc.

Student Learning

Student Learning Summary

- How are our students performing on state assessments?

We had an 86 for SY22-23

- Describe the domain ratings for your campus: Student Achievement, School Programs and Closing the Gaps.

- How are our students performing on local metrics for learning?

They are within aprox. 5-10 percentage points the District average.

- Which students are making progress and which students are not?

SPED students are not progressing as hoped. Bilingual students are consistently passing state assessments with 100% rate.

- How are at-risk students performing compared to students who are not at-risk?

- How are students in special instructional programs performing?

- Does student behavior impact student achievement?

Students who are not in class (ISS/OSS) do not perform well on state assessments.

- How are our instructional programs aligned from EC-12 and beyond?

School Processes & Programs

School Processes & Programs Summary

- How is professional development planned to support student achievement?

There's a spreadsheet with all staff listed. Instructional team is always on the lookout for PD based on interests, needs, and/or TTESS goals. We send the information to staff. When a staff member attends, we document on the spreadsheet to ensure all employees have attended or been given the option of attending PD.

- Are all students provided the opportunity to meet challenging state academic standards with a well-rounded program of curriculum and instruction?

Yes - all students are challenged with District-adopted curriculum.

- What is our instructional technology plan?

We follow the District-adopted technology plan. I don't know what that is.

- How is instructional time planned (master schedules, PLCs, tutorials, summer school, enrichment, clubs/organizations, assessment, grade-level transitions, etc.?)

Master Schedule is planned based on teacher strengths and weaknesses, data strengths and weaknesses, numbers, etc. A Dream Board is created at the beginning of each year and notes about S/W are taken throughout the year and schedules/budgets are created based on those notes.

Perceptions

Perceptions Summary

- How do students, staff and parents describe our culture and climate?

Our culture is very much a "work hard, play hard" environment with an emphasis on kindness and resilience.

- Do students, staff and parents feel safe on campus and within the district?

Yes, all stakeholders feel safe on campus.

- Do we continue to retain high quality and effective teachers?

Yes, we continue to retain high quality teachers and coach those who are not - out.

- How do parents and families engage in the education of their child?

Parents are engaged in after-school family activities.

- Do we provide an effective educational experience?

Yes

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability 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
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between 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
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility 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.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Equity data
- T-TESS data
- T-P ESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback





Support Systems and Other Data

- Communications data
- Budgets/entitlements and expenditures data

Priorities





Priority 1: Exceptional Student Performance

Goal 1: 1.1 Annually increase performance in READING for all students and all student groups.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: Implement Amplify Reading Curriculum in grades K-5 with support to include weekly curriculum planning and internalization through professional learning communities (PLCs).</p> <p>Strategy's Expected Result/Impact: Increased literacy rates and reading STAAR scores.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				

Priority 1: Exceptional Student Performance

Goal 2: 1.2 Annually increase performance in MATH for all students and all student groups.





Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: Implement Eureka Math Curriculum in grades K-5 with support to include weekly curriculum planning and internalization through professional learning communities (PLCs).</p> <p>Strategy's Expected Result/Impact: Increased math literacy rates and math STAAR scores.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
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Priority 1: Exceptional Student Performance

Goal 3: 1.3 Annually increase performance in COLLEGE, CAREER and MILITARY READINESS (CCMR) for all students and all student groups.

HB3 Priority

Evaluation Data Sources: TAPR CCMR percentages





Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Career and Technical Education: The campus will offer real-world experience connections. The campus will offer Career and Technical Education Fairs, tours of middle school and high school CTE programs, IHE parent engagement opportunities, and informative parent meetings.</p> <p>Strategy's Expected Result/Impact: The expected impact is that parents and students will be more informed about CTE programs offered in GPISD and will be able to make informed decisions in middle school and high school about career pathways.</p> <p>Staff Responsible for Monitoring: Campus Principal and Director of CCMR and Counselors</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: * College, Career and Military Readiness: Campus administration will provide students and parents with activities and information about post-secondary readiness, career education, military requirements, and college readiness. Additional support will be provided to upcoming 6th graders while in 5th grade to ensure strong planning for future endeavors.</p> <p>Strategy's Expected Result/Impact: The expected impact is to increase enrollment into CTE programs and increase student, parent, and community awareness.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 3 Details	Reviews			
<p>Key Strategic Action 3: * Career and Technical Education: The campus will offer real-world experience connections. The campus will offer Career and Technical Education Fairs, tours of middle school and high school CTE programs, IHE parent engagement opportunities, and informative parent meetings.</p> <p>Strategy's Expected Result/Impact: The expected impact is that parents and students will be more informed about CTE programs offered in GPISD and will be able to make informed decisions in middle school and high school about career pathways.</p> <p>Staff Responsible for Monitoring: Campus Principal and Director of CCMR and Counselors</p>	Formative			Summative
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Priority 1: Exceptional Student Performance

Goal 4: 1.4 Annually increase student engagement for all students and all student groups.





Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Instruction: The campus will provide TEKS based, evidence-based, instructional resources, instructional planning, professional development, and instructional technology across all subject areas. Focused support will be provided for the implementation of the new science TEKS.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: * Increasing Attendance, Drop-Out Prevention: The campus will monitor attendance to provide intervention, supports and a plan for the school year.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 3 Details	Reviews			
<p>Key Strategic Action 3: * Progress Monitoring: Teachers will monitor student progress through regular universal screeners for reading while utilizing data to guide instruction. Develop and implement an aligned district assessment calendar to monitor the academic progress of all students and student groups for grades PreK-12. As part of this action, campus instructional leaders will develop a clearly-defined data-driven instructional protocol to utilize formative assessment results to support tiered instruction for all students and student groups.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 4 Details	Reviews			
<p>Key Strategic Action 4: * Multi-Tiered System of Support: Strengthen Tier I instruction and streamline Tier II and Tier III supports by making adjustments to the district's multi-tiered support systems (MTSS) model.</p> <p>Strategy's Expected Result/Impact: Students will be on grade-level in their respective academic subject or enter into SPED services.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Results Driven Accountability</p>	Formative			Summative
	Jan	Mar	June	June

Key Strategic Action 5 Details	Reviews			
<p>Key Strategic Action 5: * Accelerated Instruction for At-Risk Students: Accelerated instruction will be provided for all students not meeting the minimum standard on state assessments. These supplemental instructional opportunities can be provided by enrichment classes and other methods during the school year and/or during summer school programs.</p> <p>Strategy's Expected Result/Impact: Students will be on grade-level in their respective academic subject.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 6 Details	Reviews			
<p>Key Strategic Action 6: * Emergent Bilingual Support: The campus will focus on the development of academic language proficiency level descriptions for listening, speaking, reading and writing.</p> <p>Strategy's Expected Result/Impact: Students will become biliterate.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Results Driven Accountability</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 7 Details	Reviews			
<p>Key Strategic Action 7: * Special Education Services: The campus will focus on purposeful instructional planning to enhance content knowledge of special education teachers for increased academic achievement of students receiving services as identified through the ARD process and documented in their IEP. The campus will follow the district's established procedures for child find, referrals and evaluations.</p> <p>Strategy's Expected Result/Impact: Students will exit from SPED services or close learning gaps in their education.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 8 Details	Reviews			
<p>Key Strategic Action 8: * Dyslexia Services: Students with dyslexia will be identified and evaluated in a timely manner. Accommodations and systematic instruction aligned to the requirements of the Texas Dyslexia Handbook will be provided.</p> <p>Strategy's Expected Result/Impact: Students will exit the Dyslexia program with the knowledge and coping skills for successful reading comprehension.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 9 Details	Reviews			
<p>Key Strategic Action 9: * 504 Services: Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. The campus will follow the district's established procedures for child find, referrals and evaluations.</p> <p>Strategy's Expected Result/Impact: 100% of students receiving 504 services will have access to accommodations and annual reviews.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June

Key Strategic Action 10 Details	Reviews			
<p>Key Strategic Action 10: * Gifted and Talented: Teachers of G/T students will receive the appropriate amount of professional development (30 hours initial training, 6-hour annual update). The campus will adhere to the district established guidelines for GT nominations, screening, selection and placement.</p> <p>Strategy's Expected Result/Impact: Teachers will all complete the mandated hours of GT professional development.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 11 Details	Reviews			
<p>Key Strategic Action 11: * Homelessness and Foster Care: The campus will work with the district liaison will ensure students identified for either of these programs, have access to free lunch, transportation services and supplemental resources as needed.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 12 Details	Reviews			
<p>Key Strategic Action 12: * Pregnancy Related Services: Support services will be provided to pregnant and parenting students in their completion of requirements needed for graduation while learning to manage the responsibilities of parenthood</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				





Priority 1: Exceptional Student Performance

Goal 5: 1.5 - Annually increase the percentage of students who feel safe at school.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Early Intervention: The campus will provide a comprehensive school counseling program and guidance services to support identified student needs regarding early mental health intervention, suicide prevention, dating violence, conflict resolution, use of tobacco, and drug/violence prevention/intervention. The campus will integrate best practices on positive behavior interventions and support, grief-informed and trauma-informed care.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: * Anti-Bullying: The campus will ensure that the discipline management program provides for prevention, intervention, and education concerning unwanted physical and/or verbal aggression, sexual harassment, cyber-bullying, bullying harassment on campus, school grounds, and in school vehicles.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				





Priority 2: High Performing and Engaged Workforce

Goal 1: 2.1 Annually increase the percentage of staff satisfaction.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: *Professional Development: The campus will provide professional development for teachers, administrators, paraprofessionals, and other staff as needed. A professional development plan will be annually designed to encompass required trainings and district prioritized trainings to increase student achievement such as, but not limited to: TTESS, TPSS, TAPESS, new employee induction, campus leadership training, professional leadership coaching, department training, paraprofessional training, teacher training, and content specific training.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				





Priority 2: High Performing and Engaged Workforce

Goal 2: 2.2 Annually increase the retention rate of highly effective faculty and staff.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Attract/Retain Staff: The campus will hire high quality staff, highly qualified paraprofessionals and increase retention rates by offering meaningful and purposeful professional development. The district will utilize the Teacher Incentive Allotment program to identify and designate outstanding teachers based on student growth and classroom observation.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: Provide consistent feedback to teachers through a common walkthrough tool with emphasis on the improvement of teaching and learning, monitoring instructional delivery and the provision of collaboration and feedback for improvement.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Priority 3: Quality Service and Impactful Community Engagement

Goal 1: 3.1 Annually increase the percentage of student satisfaction.

Key Strategic Action 1 Details	Reviews			
Key Strategic Action 1: * Successful Transitions: The campus will provide academic counseling support services to elementary students transitioning to secondary campuses. Staff Responsible for Monitoring: Principal	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
Key Strategic Action 2: Develop opportunities for engagement and use Skyward to track student engagement in co-curricular and extra-curricular clubs, sports, and school-sponsored activities to establish a baseline for goal-setting. Staff Responsible for Monitoring: Principal	Formative			Summative
	Jan	Mar	June	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>				





Priority 3: Quality Service and Impactful Community Engagement

Goal 2: 3.2 Annually increase the percentage of parent/family satisfaction and engagement.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Communicating Student Achievement to Parents: The campus will provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as, but not limited to student work samples, progress report updates, report cards, parent-teacher conferences, phone calls, etc.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: * Title I: Title I campuses will conduct an annual meeting to review and revise the written Parental and Family Engagement Plan. The plan is developed jointly with, agreed upon by, and distributed to, parents of participating students.</p> <p>Strategy's Expected Result/Impact: Policy in Place</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Finance to add TI PFE required set aside - Grant: Fund 211 Title I, Part A</p>	Formative			Summative
	Jan	Mar	June	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>				

Priority 3: Quality Service and Impactful Community Engagement





Goal 3: 3.3 Annually increase the percentage of community satisfaction and engagement.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Public Meeting: The campus holds an annual public meeting upon receipt of district/campus ratings from the Texas Education Agency regarding performance and the campus improvement plan.</p> <p>Strategy's Expected Result/Impact: Stakeholders will be abreast of the status of their neighborhood school and be more apt to assist in educational growth.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				

Priority 4: Efficient and Effective District and Campus Operations





Goal 1: 4.1 Annually improve operational processes.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: *The campus will continue long-range planning with the use of demographic data/surveys, campus-wide facility condition assessments, capacity and utilization analytics, financial forecasting, educational planning and stakeholder input to ensure that capital outlay maintenance/replacement needs, technology obsolescence/replacement needs, bond completion, future bond planning, building/grounds maintenance, and other considerations for current operations and future growth are effective and efficient.</p> <p>Strategy's Expected Result/Impact: Administration will remain abreast of District processes, procedures, and happenings which will culminate in better informed & District-aligned decision making.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue





Priority 4: Efficient and Effective District and Campus Operations

Goal 2: 4.2 Maintain fiscal, viability, stewardship, and improve staff knowledge of sustainable budgeting processes.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Fiscal Compliance: To increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the campus will communicate with the district during the budgeting process to coordinate federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources. The campus will receive ongoing support regarding fiscal policies and procedures.</p> <p>Strategy's Expected Result/Impact: Campus to adhere to policy in place.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: *Title I: The Title I, Part A school wide program is designed to provide supplemental instructional supports to campuses, with a population that contains 40% or higher of low-income students, to increase academic achievement. The basis for eligibility is indicated on the ESSA Consolidated Federal Grant Application and campuses are served in rank order, with per pupil allocations tiered, based on need of services.</p> <p>Strategy's Expected Result/Impact: Title I Part A compliance report will be submitted with all requirements meeting compliance.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				





Priority 4: Efficient and Effective District and Campus Operations

Goal 3: 4.3 Ensure strategic alignment of resources.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Goal Setting (CNA/CIP/DIP): The campus has an established site-based decision making committee that focuses on the district improvement planning process, and carries out responsibilities such as, but not limited to, district of innovation plans, the campus calendar of events, professional development plans, budgets, compliance documents, waivers, accountability requirements, drop-out and attendance rates, Federal/state requirements, etc.</p> <p>Strategy's Expected Result/Impact: The campus SBDM meets regularly to ensure compliance of all Federal and state requirements.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: * Technology: The campus will provide innovative practices such as blended learning, to enhance digital citizenship, implement technology and digital learning lessons while delivering instruction. The campus provides access to technology (hardware and software) for the purposes of teaching and learning for students and staff.</p> <p>Strategy's Expected Result/Impact: One-hundred percent of students will be 21st Century-ready with basic to advanced technological proficiency.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
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Priority 4: Efficient and Effective District and Campus Operations

Goal 4: 4.4 Annually improve safety and security.

Key Strategic Action 1 Details	Reviews			
<p>Key Strategic Action 1: * Student Safety: The campus will utilize communication channels with area emergency operations departments, provide training, manage security coverage, update the Emergency Operations Plans and specialized Emergency Action Plans, and conduct safety/security audits and ensure compliance with safety standards. Equipment, hardware and software updates will be acquired as needed to enhance campus and district security measures. Campuses will conduct safety drills, exterior door audits, require visitors to use the RAPTOR system, use random metal detector checks, security cameras, ensure perimeter doors are locked and other precautions, as necessary.</p> <p>Strategy's Expected Result/Impact: Students, staff, and volunteers are abreast of current policies and procedures concerning safety protocols.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	June
Key Strategic Action 2 Details	Reviews			
<p>Key Strategic Action 2: * Addressing Abuse: The campus will adhere to the district policy addressing sexual abuse, sex trafficking, and other maltreatment of children which includes methods for staff, student and parent awareness including prevention techniques and warning signs of victims, actions for the safety and counseling of the victims and DFPS reporting by staff and administrators.</p> <p>Strategy's Expected Result/Impact: Campus will adhere to policy in place</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Jan	Mar	June	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>				

State Compensatory

Budget for Andrews Elementary

Total SCE Funds: \$1.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

--

Campus Funding Summary

Fund 199 State GT (PIC 21) (100%)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$30,549.00
+/- Difference					\$30,549.00
Fund 199 State CTE (PIC 22) (55%)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,466,137.00
+/- Difference					\$1,466,137.00
Fund 199 Special Education (PIC 23) (55%)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$7,336,917.00
+/- Difference					\$7,336,917.00
Fund 199 State SCE (PIC 24,26,28,30) (55%)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$2,344,852.00
+/- Difference					\$2,344,852.00
Fund 199 State Bilingual/ ESL (PIC 25) (55%)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00

Fund 199 State Bilingual/ ESL (PIC 25) (55%)

Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
Budgeted Fund Source Amount					\$57,637.00
+/- Difference					\$57,637.00

Fund 199 Dyslexia (PIC 37, 43) (100%)

Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$513,655.00
+/- Difference					\$513,655.00

Fund 199 Early Education (PIC 36) (100%)

Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,364,990.00
+/- Difference					\$1,364,990.00

Fund 199 CCMR (PIC 38) (55%)

Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$173,959.00
+/- Difference					\$173,959.00

Grant: Fund 211 Title I, Part A

Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
3	2	2	Finance to add TI PFE required set aside		\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$661,008.00
+/- Difference					\$661,008.00

Grant: Fund 224 IDEA B Formula

Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00

Grant: Fund 224 IDEA B Formula					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
				Budgeted Fund Source Amount	\$955,635.00
				+/- Difference	\$955,635.00
Grant: Fund 225 IDEA B Preschool					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
				Sub-Total	\$0.00
				Budgeted Fund Source Amount	\$16,942.00
				+/- Difference	\$16,942.00
Grant: Fund 244 Carl Perkins					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
				Sub-Total	\$0.00
				Budgeted Fund Source Amount	\$55,758.00
				+/- Difference	\$55,758.00
Grant: Fund 255 Title II, Part A (FT Title I)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
				Sub-Total	\$0.00
				Budgeted Fund Source Amount	\$148,032.00
				+/- Difference	\$148,032.00
Grant: Fund 263 Title III					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
				Sub-Total	\$0.00
				Budgeted Fund Source Amount	\$25,816.00
				+/- Difference	\$25,816.00
Grant: Fund 279 TCLAS Decision 4					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
				Sub-Total	\$0.00

Grant: Fund 279 TCLAS Decision 4					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
Budgeted Fund Source Amount					\$55,632.00
+/- Difference					\$55,632.00
Grant: Fund 279 TCLAS Decision 6					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$50,053.00
+/- Difference					\$50,053.00
Grant: Fund 289 P-TECH					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$88,235.00
+/- Difference					\$88,235.00
Grant: Fund 289 Title IV, Part A (FT Title I)					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$48,978.00
+/- Difference					\$48,978.00
Grant: Fund 429 Dyslexia Grant					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$109,750.00
+/- Difference					\$109,750.00
Grant: Fund 429 School Safety					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00

Grant: Fund 429 School Safety					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
				Budgeted Fund Source Amount	\$167,286.00
				+/- Difference	\$167,286.00
Grant: Fund 429 TCLAS Decision 10					
Priority	Goal	Key Strategic Action	Resources Needed	Account Code	Amount
					\$0.00
				Sub-Total	\$0.00
				Budgeted Fund Source Amount	\$587,170.00
				+/- Difference	\$587,170.00
				Grand Total Budgeted	\$16,258,991.00
				Grand Total Spent	\$0.00
				+/- Difference	\$16,258,991.00

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On
Bullying Prevention			Dr. Sharrah Pharr	2/4/2024
Child Abuse and Neglect			Dr. Sharrah Pharr	2/4/2024
Coordinated Health Program			Dr. Sharrah Pharr	2/4/2024
Decision-Making and Planning Policy Evaluation			Dr. Sharrah Pharr	2/4/2024
Disciplinary Alternative Education Program (DAEP)			Dr. Sharrah Pharr	2/4/2024
Dropout Prevention			Dr. Sharrah Pharr	2/4/2024
Dyslexia Treatment Program			Dr. Sharrah Pharr	2/4/2024
Pregnancy Related Services			Dr. Sharrah Pharr	2/4/2024
Post-Secondary Preparedness			Dr. Sharrah Pharr	2/4/2024
Recruiting Teachers and Paraprofessionals			Dr. Sharrah Pharr	2/4/2024
Student Welfare: Crisis Intervention Programs and Training			Dr. Sharrah Pharr	2/4/2024
Student Welfare: Discipline/Conflict/Violence Management			Dr. Sharrah Pharr	2/4/2024
Technology Integration			Dr. Sharrah Pharr	2/4/2024
Job Description for Peace Officers, Resource Officers & Security Personnel			Dr. Sharrah Pharr	2/4/2024

Addendums

BELIEFS



MISSION: The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

In G-PISD, WE BELIEVE our

Students

are leaders and critical thinkers who embrace diversity and pursue excellence in all endeavors.

Parents and Families

are true partners, have a voice, and have high expectations.

Faculty and Staff

build inclusive relationships and maximize student success with integrity, compassion, and talent.

Principals and Campus Leadership

are courageous leaders who show grace, empower others, embrace diversity, and cultivate G-P pride.

Superintendent and Central Office

advance our vision with intention, collaboration, and purpose driven leadership.

Board of Trustees

are strategic, collaborative leaders who model good governance and empower and inspire others to serve the G-P community.

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Educate.
Inspire.
EMPOWER!

2021-2025



Balanced Scorecard (BSC)

MISSION: The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

PRIORITY 1

Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

PRIORITY 2

High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3

Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4

Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

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Educate.
Inspire.
EMPOWER!

Gregory Portland ISD

Policies, Procedures and Requirements for the District Improvement Plan

1. Bullying Prevention – [FFI](#)
Person Responsible:
Review Date:
2. Child Abuse and Neglect – [FFG](#)
Person Responsible:
Review Date:
3. Coordinated Health Program – [EHAA](#)
Person Responsible:
Review Date:
4. Decision-Making and Planning Evaluation – [BQ](#), [BQB](#), [BQA](#)
Person Responsible:
Review Date:
5. Disciplinary Alternative Education Program (DAEP) – [FOCA](#), [FOC](#), [FO](#), [FOE](#), [BQ](#), [FFB](#), [FOA](#), [FODA](#),
[GRAA](#), [FNCC](#), [FOF](#), [FEA](#), [AIB](#), [EHBC](#)
Person Responsible:
Review Date:
6. Dropout Prevention – [FFB](#), [EHBC](#)
Person Responsible:
Review Date:
7. Dyslexia Treatment Program – [BQ](#), [EHB](#), [EHBC](#)
Person Responsible:
Review Date:
8. Title I, Part C Migrant – **Priority for Services Plan**, [EHBAA](#)
Person Responsible:
Review Date:
9. Pregnancy Related Services - [FNE](#)
Person Responsible:
Review Date:

10. Post-Secondary Preparedness – [EEL](#), [EHBF](#), [EHDD](#), [FFEA](#), [FEA](#), [EHAD](#), [FFC](#)
Person Responsible:
Review Date:
11. Recruiting Teachers and Paraprofessionals – [FFBA](#), [DMA](#), [EA](#), [DEA](#), [DC](#), [AE](#)
Person Responsible:
Review Date
12. Student Welfare: Crisis Intervention Programs and Training – [FFBA](#), [FFB](#), [CKE](#)
Person Responsible:
Review Date:
13. Student Welfare: Discipline/Conflict/Violence Management – [FFEB](#), [FFB](#), [DMA](#), [EHAA](#), [BQ](#), [FFEA](#),
[CKC](#), [EHBCA](#), [FOCA](#), [AIB](#), [FFH](#), [FFI](#)
Person Responsible:
Review Date:
14. **Texas Behavior Support Initiative (TBSI)** –
Person Responsible:
Review Date:
15. Technology Integration – **eRate Plan**, [BQ](#), [DMA](#), [EHAB](#), [EHBC](#), [EHAA](#), [EHAC](#), [CKC](#), [EHBD](#)
Person Responsible:
Review Date:
16. Job Description for Peace Officers, Resource Officers & Security Personnel – [CKE](#)
Person Responsible:
Review Date: