

Gonzales Independent School District
District Improvement Plan
2024-2025 Goals/Performance Objectives/Strategies



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Goals


Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.







Performance Objective 1: Gonzales ISD will increase Overall RLA Student Performance on STAAR from 68% approaches, 45% Meets, and 15% Masters to 73%, 50%, 20% respectively.

RLA performance on STAAR will increase to the following goals by campus:
 Gonzales North Avenue: 79% Approaches, 52% Meets, and 25% Masters
 Gonzales Junior High School: 74% Approaches, 50% Meets, and 23% Masters
 Gonzales High School: 70% Approaches, 46% Meets, and 15% Masters

HB3 Goal

Evaluation Data Sources: -Checkpoint and grading period assessments
 -Mock STAAR
 -STAAR results

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p>August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and execute a literacy plan for grades Prek-5 to include embedded professional development in the Science of Teaching Reading for all instructional staff. High-quality instructional materials (HQIM) will support the implementation process and ensure success among all students. This strategy will assist all students in meeting the challenging state academic standards. (Description 1,8)</p> <p>August 2024, September 2024, January 2025, March 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Formative: mClass Dibels/Lectura CLI NWEA Summative: STAAR Reading results mClass Dibels/Lectura CLI NWEA</p> <p>Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as McGraw Hill Study Sync, Lowman Education, and Trail of Breadcrumbs, his strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students.</p> <p>August 2024, September 2024, January 2025, March 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and 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: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 2: Gonzales ISD will increase overall Math performance on STAAR from 64% approaches, 32% meets, and 10% master to 70%, 37%, 15%.

Math performance on STAAR will increase to the following goals by campus:

Gonzales North Avenue: 77% Approaches, 46% Meets, and 20% Masters

Gonzales Junior High School: 60% Approaches, 30% Meets, and 15% Masters


Gonzales High School: 70% Approaches, 31% Meets, and 15% Masters







HB3 Goal

Evaluation Data Sources: -Checkpoint and grading period assessments

-Mock STAAR

-STAAR results

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p>August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as STEMScopes, Maneuvering the Middle, and Lowman education, this strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students.</p> <p>August 2024, September 2024, January 2025, March 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Develop and execute a math plan for grades Prek-5 to include embedded professional development in hands on, explicit math instruction for all instructional staff. High-quality instructional materials (HQIM) will support the implementation process and ensure success among all students. This strategy will assist all students in meeting the challenging state academic standards. (Description 1,8)</p> <p>August 2024, September 2024, January 2025, March 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments.</p> <p>Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 3: Gonzales ISD will increase overall Science performance on STAAR from 66% approaches, 32% meets, 19% masters to 71%, 37%, 24% respectively.

Science performance on STAAR will increase to the following goals by campus:

Gonzales North Avenue: 60% Approaches, 35% Meets, and 15% Masters



Gonzales Junior High School: 60% Approaches, 31% Meets, and 15% Masters






Gonzales High School: 92% Approaches, 50% Meets, and 20% Masters

Evaluation Data Sources: -Checkpoint and grading period assessments

-Mock STAAR

-STAAR results

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p>August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as SAVAAS and STEMScopes, this strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students.</p> <p>August 2024, September 2024, January 2025, March 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Adjust instructional framework for grades Pre-K-5 to allow for increased time for hands-on, explicit science instruction every day. This instruction will occur alongside math to ensure students master the challenging science state standards.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Create a foundation for STEM education and improve overall performance on benchmark and fifth grade science state assessment.</p> <p>Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 4: Gonzales ISD will increase overall Social Studies performance on STAAR from 68% approaches, 35% meets, and 16% to 73%, 40%, 21% respectively.

Social Studies performance on STAAR will increase to the following goals by campus:



Gonzales Junior High School: 55% Approaches, 25% Meets, and 16% Masters






Gonzales High School: 95% Approaches, 60% Meets, and 32% Masters

Evaluation Data Sources: -Checkpoint and grading period assessments

-Mock STAAR

-STAAR results



Strategy 1 Details	Reviews			
<p>Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p>August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as Lowman Education, this strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students.</p> <p>August 2024, September 2024, January 2025, March 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				






Strategy 3 Details	Reviews			
<p>Strategy 3: Adjust instructional framework for grades K-5 to allow for increased time for exploratory and inquiry-based social studies instruction every day. This instruction will occur alongside reading to ensure students master the challenging science state standards.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Build a foundation for civics education to prepare students for the challenges of secondary social studies state standards.</p> <p>Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
	 70%			
<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: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 5: Provide professional learning and coaching for effective classroom routines and instructional strategies that will increase the accountability component score by at least 10% points.

Evaluation Data Sources: The district will review the results from the district curriculum-based assessment data and the 2024 STAAR and EOC assessments






Strategy 1 Details	Reviews			
<p>Strategy 1: Provide professional development throughout the year that targets content and instructional needs. Train teachers to teach at the level and rigor of the TEKS or Learning Objectives and offer hands-on applications supporting the teaching and learning process based on students' needs. Strategies will include integrating other content areas and disciplines to facilitate well-rounded instruction.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Classroom Observations District Assessments STAAR/EOC and EOC Retest</p> <p>Staff Responsible for Monitoring: Elementary and Secondary Curriculum Coordinators Director of Student Supports & Strategic Initiatives</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide district coordinators and campus instructional specialists at all campuses with support to improve Tier I instruction and provide targeted professional development based on weaknesses identified on district assessments.</p> <p>August 2024, September 2024, October 2024, November 2024, February 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Formative: increase in student achievement on the following assessments District Assessments MOCK Summative: STAAR Assessments</p> <p>Staff Responsible for Monitoring: District Curriculum Coordinators Executive Director of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				








Strategy 3 Details	Reviews			
<p>Strategy 3: Provide professional development throughout the year that targets content and instructional needs. Train teachers to teach at the level and rigor of the TEKS or Learning Objectives and offer hands-on applications supporting the teaching and learning process based on students' needs. Strategies will include integrating other content areas and disciplines to facilitate well-rounded instruction.</p> <p>August 2024, September 2024, November 2024, January 2025, April 2025, May 2025, June 2025</p> <p>Strategy's Expected Result/Impact: Formative: Classroom Observations DCA Summative: STAAR/EOC Retest</p> <p>Staff Responsible for Monitoring: District Instructional Coordinators Executive Director or Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 6: Gonzales ISD will ensure that 95% of teachers across all grade levels have integrated technology-enhanced learning activities into at least 30% of their curriculum.

- Evaluation Data Sources:**
- Observational Data
 - PLC, planning minutes
 - Lesson plans



Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure ongoing integration between digital student resources and Skyward Student (SIS) and/or ClassLink (LMS) for student and teacher ease of product access.</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Accessibility for students and staff.</p> <p>Staff Responsible for Monitoring: Data Integration Specialist, System Administrator, Technology Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a comprehensive professional development plan, focused on using digital tools to enhance lesson plans. The workshops will be in-person with teachers attending a minimum of 4 workshops during the school year.</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increased staff usage of technology as a tool/resource for instruction.</p> <p>Staff Responsible for Monitoring: Instructional Technologist, Curriculum and Instruction Department, Campuses</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Administer a Student Digital Literacy and Engagement Survey twice a year to measure the effectiveness of technology integration in the classroom.</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increased self-serve options, decreased demand for tech support</p> <p>Staff Responsible for Monitoring: Systems Administrator, Technology Director</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Increase customer satisfaction by improving response time to tickets through reorganization of technology department workflow.</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improved response time, customer service, and process alignment</p> <p>Staff Responsible for Monitoring: Campus Technician Lead, Director of Technology</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: Gonzales ISD will focus on enhancing student learning through the work provided to students.


Performance Objective 7: Implement tracking systems to monitor individual students' progress and schedule accelerated instruction and interventions that will support the improvement of students' progress by increasing the component score by at least 10% points.

Evaluation Data Sources: The district will review the results from the district curriculum-based assessment data and the 2024 STAAR and EOC assessments.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide intervention time at each campuses. The focus is on increasing the use of high-quality instructional materials and pedagogical practices within intervention courses. By doing so, campus instructional specialists will work with teachers to develop effective Accelerated Learning intervention plans for students who are at risk for academic failure. (Description 1)</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Classroom Observations District Assessments mClass STAAR/EOC CLI EOY Reports</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Instructional Coordinators Director of Student Supports & Strategic Initiatives</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>75%</p>			
Strategy 2 Details	Reviews			
<p>Strategy 2: The district will offer intervention services during After School Centers of Education and Apache Academy. All STAARs will provide academic assistance in reading, mathematics, science, social studies, writing, and college and career readiness. To address HB1416, 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>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: -Close achievement gaps -Provide enrichment -Family engagement -College, Career, Military, Readiness</p> <p>Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>50%</p>			

 No Progress

 Accomplished

 Continue/Modify

 Discontinue


Goal 2: Gonzales ISD will provide equitable instructional services for student success.


Performance Objective 1: Gonzales ISD will increase Emergent Bilingual student performance:


By June 2025, the percentage of Emergent Bilingual students making at least one English proficiency level progress on TELPAS.


By June 2025, bilingual students will gain at least 5% in Lectura/DIBELS.


Evaluation Data Sources: The district will review the results from the district curriculum-based assessment data, 2024 TELPAS data, the 2024 STAAR and EOC results and the CBE passing rate.


Strategy 1 Details	Reviews			
<p>Strategy 1: Implement bilingual (transitional) programs with fidelity at all elementary campuses to achieve the program goals, including providing training, instructional materials, instructional strategies, and monitoring implementation to assist Emerging Bilingual students, including Gifted and Talented and Special Education students, in meeting the challenging state language and academic standards.</p> <p>July 2024, August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of EB and non-EB students on district assessments Improve language acquisition of EB and non-EB students on mClass assessments Transitional bilingual program students will continue to build a first language foundation while improving their second language acquisition STAAR Results for 3-5 grade TELPAS progress mClass EOY reports in both languages NWEA</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Bilingual Coordinator</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Provide supplemental language programs, professional development, and resources to support language acquisition and academic development of Emergent Bilinguals, including Gifted and Talented and Special Education, to meet the challenging state academic standards.</p> <p>July 2024, August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025.</p> <p>Strategy's Expected Result/Impact: Improve overall performance of EB students on district assessments Student usage reports STAAR results TELPAS progress</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Bilingual Coordinator</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 2: Gonzales ISD will provide equitable instructional services for student success.

Performance Objective 2: Gonzales ISD will provide equitable services to meet the needs of students in special programs and increase the performance of students receiving special education services.

By June 2025, 42% (an increase from 33%) of Special Education students in grades 3-8 will at least approach grade-level standards on the 2024 STAAR for RLA.


By June 2025, 42% (an increase from 33%) of Special Education students in grades 3-8 will at least approach grade-level standards on the 2024 STAAR for Math.



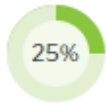




By June 2025, 30% (an increase from 19%) of Special Education students in grades 3-8 will at least approach grade-level standards on the 2024 STAAR assessments for Science and Social Studies.

By June 2025, at least 50% of Special Education students (combined) will approach grade-level standards on the 2024 STAAR for English I, II, Algebra I, US History, and Biology.

By June 2025, at least 95% of Special Education students will obtain a minimum of satisfactory on all STAAR Alternate assessments.

- Evaluation Data Sources:** -Checkpoint and grading period assessments
 -Mock STAAR
 -STAAR results

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilizing Special Education Data aligned instructional delivery framework for students of special populations and implementing a district-wide model in increasing instructional practices at all campuses, including providing training, materials, strategies for instruction, and monitoring the implementation of the student's individualized education plan in increasing student performance by mastering their IEP goals with the grade-level academic standards. (Description 1)</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Shared understanding of student and staff expectations for instructional delivery designed to meet the needs of all students</p> <p>Staff Responsible for Monitoring: Special Programs, Curriculum and Instruction, Campus Instructional Leaders</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Gonzales ISD will utilize professional organization caseload recommendations and provide training and coaching opportunities to identify student strengths and weaknesses in their present levels of academic and functional performance (PLAAFP) for students receiving special education.</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Staffing ratios reflect caseload recommendations</p> <p>Staff Responsible for Monitoring: Special Populations, Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: 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>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Meeting the needs of all students</p> <p>Staff Responsible for Monitoring: Special Programs</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: 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 district will establish procedures for child find, referrals, and evaluations.</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Meeting the needs of all students</p> <p>Staff Responsible for Monitoring: Special Programs</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 2: Gonzales ISD will provide equitable instructional services for student success.







Performance Objective 3: By improving the number of special education students graduating "IEP Complete and Workforce Ready," the percentage of high school graduates who receive special services achieving College, Career, and Military Readiness (CCMR) criteria by 10%, we can increase the percentage of high school graduates who receive special services.

Data: 2021= 6%, 2022= 13%, 2023= 0% and 2024= 0%.

HB3 Goal







- Evaluation Data Sources:** Student Information System (SIS) for career plans
 CCMR data from Texas Education Agency (TEA)
 IEP completion data
 TSI and higher education enrollment reports
 Special Education RDA reports
 CTE Department Support Interest Survey results (Region 20 Co-op feedback and training)
 Graduation Type codes reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Strengthen Transition Planning for Special Education Students</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increase in special education students graduating "IEP Complete and Workforce Ready" through enhanced transition planning services that focuses on career development, vocational skills, and postsecondary readiness.</p> <p>Staff Responsible for Monitoring: Special Education Coordinators, Transition Specialists, CTE Instructors, IEP Case Managers, Multi-Tiered System of Support (MTSS) Specialist</p> <p>Results Driven Accountability - Equity Plan</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Early Career Planning and Integration with SIS</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: All students, including those in special education and junior high, will have parent signed 4-year career plans inputted into the district's SIS. This will lead to better alignment of course selections with career and postsecondary goals.</p> <p>Staff Responsible for Monitoring: Guidance Counselors (JH & HS), SIS District Administrator, CTE Coordinator, Multi-Tiered System of Support (MTSS) Specialist, Campus Principal</p> <p>Results Driven Accountability - Equity Plan</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Build Partnerships with Local Businesses and Community Programs</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: By collaborating with local businesses, vocational rehabilitation services, and community organizations, students will gain access to internships, job placements, and work-based learning opportunities. This will increase the number of students graduating "workforce ready" by providing hands-on experience in real work environments.</p> <p>Staff Responsible for Monitoring: CTE Coordinator, Guidance Counselors, Career Prep & Practicum Teacher (Local Business Liaison)</p> <p>Results Driven Accountability - Equity Plan</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 2: Gonzales ISD will provide equitable instructional services for student success.



Performance Objective 4: Gonzales ISD will work with Region 13 Migrant Education Program and the Shared Service Arrangement (SSA) contact and utilize a system such as MTSS: Multi-Tiered System of Support to assess the specific academic needs of Priority for Service (PFS) migratory students and address each need with targeted instructional and support services.






Strategy 1 Details	Reviews			
<p>Strategy 1: Perform monthly progress monitoring checks for Priority for Service for Migratory students.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: This will be retained locally at Gonzales ISD and available upon request. Priority for Services (PFS) Spreadsheet, email communication</p> <p>Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative Migrant Administrator</p>	Formative			Summative
	Nov	Jan	Mar	June
	 40%			
Strategy 2 Details	Reviews			
<p>Strategy 2: During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide campus principals and appropriate campus staff information on the Priority for Service criteria and updated TX-NGS Priority for Service (PFS) reports.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Monitor migrant students</p> <p>Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative Migrant Administrator</p>	Formative			Summative
	Nov	Jan	Mar	June
	 40%			
<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: Gonzales ISD will recruit, develop, and retain high-quality staff.

Performance Objective 1: Develop innovative recruiting and retention strategies to attract and retain highly qualified candidates at Gonzales ISD.

Evaluation Data Sources: -TAPR







Strategy 1 Details	Reviews			
<p>Strategy 1: Through the Gonzales ISD Mentor Program, mentor support is provided to inexperienced and out-of-field first-year and second-year teachers. (Description 2)</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Training certificate for participants Sign-in sheets Program agendas Mentor results from observations Teacher survey New teacher survey results and post-needs assessment Teacher retention rates Program Evaluation</p> <p>Staff Responsible for Monitoring: Human Resources Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide leadership training for district administrators to improve instructional practices and develop a positive school culture and climate for all teachers, including inexperienced or out-of-field teachers. (Description 2) (This includes attending trainings and conferences to support building leadership capacity.)</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Classroom Visits T-PESS Accountability Review</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Provide professional development to support campus administrators in building and maintaining highly effective staff by implementing and conducting learning walks on each campus. (Provide mentorship for all campus principals to support attaining campus goals and objectives.)</p> <p>September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Tracking teacher performance on T-TESS Monthly walkthroughs Teacher T-TESS results</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Gonzales ISD will recruit, develop, and retain high-quality staff.








Performance Objective 2: Develop "Grow Your Own" Programs within Gonzales ISD to increase internal candidates from within the district and community.

Evaluation Data Sources: -Program participation
-Program development and implementation

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide a program supporting the paraprofessional transition to a locally certified classroom teacher.</p> <p>August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025</p> <p>Strategy's Expected Result/Impact: -Increase internal teaching candidates Staff Responsible for Monitoring: Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: To enhance the paraprofessional certification process, an alternate plan involves several key components. Instructional paraprofessionals can attend professional development sessions alongside classroom teachers, fostering a collaborative learning environment. Additionally, we will provide paraprofessionals with targeted training and resources to support their work with teachers and students.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Training plan for all paraprofessionals as required under NCLB/ESSA Observations Sign-in sheets Certificates Data reports generated from Eduphoria Staff Responsible for Monitoring: Director of Human Resource</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: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.




Performance Objective 1: Gonzales ISD will provide a safe and secure learning environment for students as measured by the Texas safety Audit reports and the federal safe school report









Strategy 1 Details	Reviews			
<p>Strategy 1: Develop and implement appropriate cybersecurity safeguards to ensure the delivery of critical services.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increased awareness of cybersecurity measures</p> <p>Staff Responsible for Monitoring: Technology Department</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a calendar for cybersecurity training, reminder emails, and processes and procedures for reporting incidents.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Proactive support for cybersecurity training and incidents.</p> <p>Staff Responsible for Monitoring: Technology Department</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor all safety checkpoints included on the annual safety audit report to ensure compliance with processes and procedures on all district and campus facilities.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increased security across campuses</p> <p>Staff Responsible for Monitoring: Technology Department, Operations Department, Campuses</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: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.

Performance Objective 2: Expand awareness and prevention efforts regarding safety and security.

- Evaluation Data Sources:** -Survey Analytics
 -Audits
 --Trends




Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize student leaders to organize opportunities for students to use their voices and work collaboratively to build awareness, prevention, and a culture of supporting one another.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Awareness, prevention, and a culture of supporting one another</p> <p>Staff Responsible for Monitoring: Communications, Safety and Security, and Marketing</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Refine threat assessment procedures by putting procedures in place and practicing threat protocols to ensure staff and students know how to respond to district threats.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Processes, protocols, awareness of threat response/action</p> <p>Staff Responsible for Monitoring: Communications, Safety and Security, Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Improve awareness, prevention, and response to safety and security threats by training staff annually.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Processes, protocols, awareness of threat response/action</p> <p>Staff Responsible for Monitoring: Communications, Safety and Security, Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
				


Strategy 4 Details	Reviews			
<p>Strategy 4: Implement a district wide reporting system (Anonymous Alerts): bullying prevention, social emotional learning, and suicide prevention.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increased response to mental health and safety concerns.</p> <p>Staff Responsible for Monitoring: Director Strategic Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Gonzales ISD provides yearly training on sexual harassment and reporting requirements for staff.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Increase the awareness of how to report sexual harassment as defined by Title IX.</p> <p>Staff Responsible for Monitoring: Chief of Communications and Safety and Security</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: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.


Performance Objective 3: Develop and sustain effective structures for communication and ongoing engagement of students, staff, families, and the community

- Evaluation Data Sources:** Website Analytics
 -Promotional Analytics
 -Internal/External Surveys
 -Social Media Platform Data
 -Email Analytics

Strategy 1 Details	Reviews			
<p>Strategy 1: Education of stakeholders on academic student expectations through content specific family engagement nights at least two times per semester.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Gonzales ISD will offer an after-school program that will provide support through workshops and training that will be engaging and informative for parents, families, and community members and can positively impact student learning and overall growth.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Parents will attend sessions throughout the year</p> <p>Staff Responsible for Monitoring: Director of the ACE program</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Establish an update website for the district and schools.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: The website will be designed to help keep community members and staff informed of what is happening in the district.</p> <p>Staff Responsible for Monitoring: Communications</p>	Formative			Summative
	Nov	Jan	Mar	June
				

 No Progress



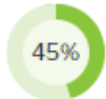




 Accomplished

 Continue/Modify

 Discontinue

Goal 5: Gonzales ISD will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.







Performance Objective 1: Gonzales ISD will hold annual meetings with budget managers and other stakeholders.

Strategy 1 Details	Reviews			
<p>Strategy 1: Assemble a group of budget managers to review the budgeting process and provide feedback on resource alignment.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Improved communication between departments. Aligned expectations for budget development and resource management.</p> <p>Staff Responsible for Monitoring: Chief Financial Officer</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop a process for School Board feedback for budget development process.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Evaluation of budget development, improved practices based on feedback</p> <p>Staff Responsible for Monitoring: Chief Financial Officer</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: To increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the district will 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.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Fiscal Compliance</p> <p>Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative</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 5: Gonzales ISD will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

Performance Objective 2: Gonzales ISD will incorporate a link to the strategic priorities for FTE and project funding requests.

Evaluation Data Sources: Staffing alignment to strategic priorities.

Strategy 1 Details	Reviews			
<p>Strategy 1: Revise the staffing request form to incorporate a link to the strategic priorities.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Documentation of link between staffing and strategic priorities.</p> <p>Staff Responsible for Monitoring: Director of Human Resources</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Revise the One Time Funding form to incorporate a link to the strategic priorities.</p> <p>August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025</p> <p>Strategy's Expected Result/Impact: Documentation of link between additional funding requests and strategic priorities.</p> <p>Staff Responsible for Monitoring: Chief Financial Officer</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>				