

# GODLEY ISD

**Goal 1.** (Academic Growth in Reading and Math) Godley ISD will demonstrate growth in literacy and numeracy, resulting in a 3-point overall increase on the Annual Accountability Rating issued by the Texas Education Agency. The increase from a 77 to an 80 will result in the district earning a B accountability rating.

**Objective 1.** (Early Literacy and Numeracy) 90% of students in Kindergarten through 2nd grade will demonstrate growth on the mClass assessment from the beginning of the year to the end of the year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Godley ISD will implement strategies to assist preschool children in the transition from early childhood education programs to local elementary school programs. (Title I SW Elements: 2.6) (Target Group: PRE K) (Strategic Priorities: 2)	Mrs. Keri Grimsley, Exec. Director of Elementarty	Aug 2025-May 2026	Look Ahead Protocol/ Design Days, mClass, Parent Square, Student-Centered Coaching Materials, TCMPC (TEKS Resource), HQIM (High-Quality Instructional Materials)	Criteria: Teachers have been meeting and planning together monthly to ensure alignment across both Pre-K campuses.  10/09/25 - On Track
2. Use data to identify and address high-need student groups and phonics/ early literacy skills that need to be remediated across all groups. Grade-level teachers are offering a second teach of phonics skills to target students who need additional time and to accelerate those who are ready to advance. (Title I SW Elements: 2.5,2.6) (Target Group: All,EB,AtRisk,PRE K,K,1st) (Strategic Priorities: 2) (ESF: 5.1,5.3)	Mrs. Keri Grimsley, Exec. Director of Elementarty, Mrs. Kristina Sosebee, Emergent Bilingual Coor	October 2025-May 2026		Criteria: Teachers have regrouped students and are being intentional about how they present the intervention/ acceleration lessons to ensure students are offered the material in a new and novel manner.  10/09/25 - Some Progress

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**Objective 2.** (Identify and Address Unique Needs of Sub-Populations) Godley ISD will increase the "Closing the Gap" component score on the State Accountability Summary by 3 points from 75 to 78 by providing opportunities for all children, including each of the subgroups of students, to meet the challenging state academic standards.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Design and implement a new classroom walkthrough form to document and measure instructional methods and strategies that:</p> <ul style="list-style-type: none"> <li>- strengthen the academic program in the school,</li> <li>- increase the amount and quality of learning time, and</li> <li>- help provide an enriched and accelerated curriculum.</li> </ul> <p>This may include programs, activities, and courses necessary to provide a well-rounded education. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1,5.2,5.3,5.4)</p>	<p>Dr. Airemy Caudle, Chief Academic Officer, Mrs. Keri Grimsley, Exec. Director of Elementary</p>	<p>September 2025- May 2026</p>		<p>Criteria: All campus and district administrators are expected to be in classrooms and present on campus routinely. Principals are to set aside 2 days each week to be in classrooms. Assistant Principals are asked to set aside one day each week. District administrators are committed to being on each campus each week to visit classrooms. Campus administrators are to complete at least 10 documented classroom walk-throughs each week so we can gather data and provide feedback to teachers on what we are seeing.</p> <p>10/09/25 - On Track</p>
<p>2. The district will be intentional in the use of Design Days. Time and resources will be delegated for long-range planning, professional discourse, data disaggregation, and professional learning. Success will be measured by planning agendas, session notes, classroom walk-through documentation, and assessment data. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1,5.2,5.3)</p>	<p>Dr. Airemy Caudle, Chief Academic Officer, Dr. Nikki Nix, Chief Readiness Officer, Mrs. Keri Grimsley, Exec. Director of Elementary</p>	<p>Aug. 2025- April 2026</p>	<p>American Reading Company, Frontline- Student Analytics, Look Ahead Protocol/ Design Days, NWEA/ MAP, Student-Centered Coaching Materials, TCMPC (TEKS Resource), HQIM (High-Quality Instructional Materials)</p>	<p>Criteria: Teachers follow the research-based protocol to look closely at the standards they will be teaching and ensure a clear understanding of what students are to know and be able to do. The adjustment we made to the schedule this year allows all campus administrators and Facilitators to participate in each session. This has improved clarity and consistency across the district as we have seen through PLC notes and walk-through documentation.</p>

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				10/09/25 - On Track
3. Meet with campus Instructional Leadership Teams quarterly to review and discuss data to make informed decisions related to the identification and implementation of instructional strategies intended to strengthen academic programs and improve school conditions for student learning. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 4,4.1,5,5.1,5.2)	Dr. Airemy Caudle, Chief Academic Officer, Dr. Nikki Nix, Chief Readiness Officer, Mr. Jason Karnes, Asst. Superintendent, Mrs. Keri Grimsley, Exec. Director of Elementary	October 2025- May 2026	CBAS Pillars and Benefit Statement Posters, ESC Region 11 Contracted Services, Frontline- Student Analytics, NWEA/ MAP	Criteria: Quarterly meetings will be documented and data will be gathered to track progress toward campus goals.  10/09/25 - On Track
4. The district will implement a new platform, Frontline Student Analytics, to generate a data dashboard that will be used to disaggregate data, identify students or sub-populations that need intense intervention, and track student growth over time based on multiple success indicators. (Title I SW Elements: 2.2,2.5) (Strategic Priorities: 4) (ESF: 5.3)	Dr. Airemy Caudle, Chief Academic Officer, Dr. Nikki Nix, Chief Readiness Officer, Mr. Marty Oliver, Chief Technology Officer, Mr. Spencer Davis, Chief Financial Officer	July 2025- June 2026	Frontline- Student Analytics	Criteria: Frontline Student Analytics will be a one-stop shop for data that will help us identify trends, hot spots, and correlations between attendance, discipline, grades, and other criteria. We will use the data to keep our fingers on the pulse of the district.  10/09/25 - Some Progress

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- Objective 3.** (Post- Secondary Readiness) Research, discuss, and explore a range of options to reach more students to increase the CCMR (College, Career, Military Readiness) component score by 2% from 86% to 88%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Expand dual credit and dual enrollment options by increasing courses offered through Tarleton Today. (Title I SW Elements: 2.2) (Target Group: GT,10th,11th,12th) (Strategic Priorities: 3) (ESF: 5.1)	Dr. Nikki Nix, Chief Readiness Officer	August 2025-May 2026		Criteria: Track student enrollment and completion of Tarleton Today courses.  10/09/25 - On Track
2. Explore opportunities for expanded Career and Technology Education opportunities, including, but not limited to: culinary, construction trades, and Junior ROTC. (Title I SW Elements: 1.1) (Target Group: CTE) (Strategic Priorities: 3)	Dr. Nikki Nix, Chief Readiness Officer	On-going		Criteria: Gather data related to student interests and local workforce demand.  10/09/25 - Some Progress
3. Explore virtual school and other non-traditional course offerings. (Title I SW Elements: 2.1,2.6) (Target Group: GT,CTE,AtRisk) (Strategic Priorities: 3)	Dr. Nikki Nix, Chief Readiness Officer	on-going		Criteria: Gather data and information related to opportunities available for non-traditional course offerings to meet the needs of more students.  10/09/25 - Some Progress

# GODLEY ISD

**Goal 2.** (Professional Learning and Effective Staff) Continue to attract and retain highly qualified life-changing teachers and staff by addressing climate across the district through increased participation in the end-of-year climate survey. Our goal is to sustain 35% staff participation throughout the year, which would be an 11% increase over 2024-2025 participation rates.

**Objective 1.** (District Climate Survey) Recruit, select, assign, and retain highly-qualified educators and support staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Streamline the process of when the survey is given. It will be given 3 times per year. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 2,3)	Dr. Melissa Block, Chief Human Resource Officer	September 2025-May 2026		Criteria: The percent of staff members taking the survey each time it is given.  10/09/25 - On Track
2. Provide common questions pertaining to the campus and district and also allow a section for campus specific questions. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1) (ESF: 2,3)	Dr. Melissa Block, Chief Human Resource Officer	September 2025-May 2026	Survey Monkey	Criteria: The percent of staff members taking the survey each time it is administered and the campus administrators' response to the survey, to close the feedback loop.  10/10/25 - On Track

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**Objective 2.** (Professional Learning Opportunities) Godley ISD will provide a wide range of professional learning opportunities to meet the unique needs of all employees. Professional learning will include required topics such as: - suicide prevention, - conflict resolution, - instructional strategies for working with special populations, - instructional technology, - positive behavior support initiatives, - career preparation/ readiness - instructional standards and strategies

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Leadership Summit- All campus principals will attend this 6-session training at Region 11. (Title I SW Elements: 1.1) (Strategic Priorities: 1) (ESF: 1,1.1)	Dr. Airemy Caudle, Chief Academic Officer, Mr. Jason Karnes, Asst. Superintendent	October- March	ESC Region 11 Contracted Services	Criteria: Attendance and feedback following each session.  10/09/25 - On Track
2. District Design Days- Monthly Intentional use of days to plan and facilitate: - Look Ahead Protocol, - Professional Learning, - Data Disaggregation, - Vertical Planning (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 2,4) (ESF: 5,5.1,5.2,5.3)	Dr. Airemy Caudle, Chief Academic Officer, Dr. Nikki Nix, Chief Readiness Officer, Mrs. Keri Grimsley, Exec. Director of Elementary, Ms. Angela Gonzalez, Special Ed Director	August 2025- April 2026	DMAC, American Reading Company, Look Ahead Protocol/ Design Days, NWEA/ MAP, TCMPC (TEKS Resource), HQIM (High-Quality Instructional Materials), STEMScopes	Criteria: Teacher feedback following Design Days. Needs assessments: walk-through data, PLC discussions, Coaching cycles, Surveys  10/09/25 - On Track
3. Develop district protocols for the use of AI in the classroom and provide training on the implementation and ethical use of AI. (Title I SW Elements: 2.2,2.4)	Dr. Nikki Nix, Chief Readiness Officer, Mr. Marty Oliver, Chief Technology Officer	July 2025-June 2026	ESC Region 11 Contracted Services	Criteria: Written procedures will be presented to the district site-based committee for review and feedback.  10/09/25 - Some Progress
4. Intentional training for campus and district administrators on the state accountability system and the use of data to drive instruction decision-making and adjustments. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 2,4)	Dr. Airemy Caudle, Chief Academic Officer, Dr. Melissa Block, Chief Human Resource Officer, Dr. Nikki Nix, Chief Readiness Officer, Dr. Rich Dear, Superintendent, Mr. Jason Karnes, Asst. Superintendent	September- May 2026		Criteria: Data meetings will be documented and data will be used to track progress towards campus and district goals.  10/09/25 - On Track
5. The district will offer multiple opportunities for district personnel to present and participate in professional learning in a conference-style format. The district will offer a mini-conference in the summer and again in January. (Title I SW Elements: 2.5,3.2) (Strategic Priorities: 1) (ESF: 2.1)	Dr. Airemy Caudle, Chief Academic Officer, Dr. Melissa Block, Chief Human Resource Officer, Dr. Nikki Nix, Chief Readiness Officer	July 2025-June 2026	ESC Region 11 Contracted Services	Criteria: Attendance and participation in the conference days will be used to develop future professional learning opportunities.  10/09/25 - Significant Progress

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- Goal 2.** (Professional Learning and Effective Staff) Continue to attract and retain highly qualified life-changing teachers and staff by addressing climate across the district through increased participation in the end-of-year climate survey. Our goal is to sustain 35% staff participation throughout the year, which would be an 11% increase over 2024-2025 participation rates.
- Objective 3.** (Highly- Effective Personnel) Identify and address disparities that result in low-income and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Reduce the number of uncertified or undercertified teachers by identifying personnel needing to gain appropriate certification and setting deadlines for acquiring proper certification. (Title I SW Elements: 2.6) (Target Group: H,ECD,EB,SPED) (Strategic Priorities: 1) (ESF: 1.2)	Dr. Melissa Block, Chief Human Resource Officer	July 2025- June 2026		Criteria: Reduce the number of teachers who are uncertified or undercertified.  10/09/25 - Some Progress
2. Implement a spotlight report to track employees throughout the school year. This report will help campuses communicate with Human Resources regarding employee performance and evaluation. (Title I SW Elements: 2.2) (Strategic Priorities: 1) (ESF: 2,2.1)	Dr. Melissa Block, Chief Human Resource Officer	October 2025- April 2026		Criteria: Maintain a record of teachers and their progress throughout the year.  10/09/25 - On Track

# GODLEY ISD

**Goal 3.** (Student Readiness and Safety & Well-Being) Intentionally focus on creating a safe, secure, and supportive learning environment as reflected in an increase of students attendance of .5%.

**Objective 1.** (Comprehensive School Counseling Program) Godley ISD will implement a locally written and curated series of guidance lessons to provide age-appropriate, relevant information to meet the Texas Essential Knowledge and Skills. Counselors will maintain records of the lessons taught. Counselors will commit 80% of their time to meeting with students to provide guidance and counseling services as needed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Realigned counselor responsibilities to provide a crisis counseling program at the secondary schools. (Title I SW Elements: 2.6) (Target Group: All,AtRisk) (ESF: 1.1,2.1,3.3)	Dr. Nikki Nix, Chief Readiness Officer, Mrs. Wendy Fisk, Crisis Counselor	Aug 2025- Dec 2025	Payroll	Criteria: Evaluate the effectiveness of the program by student visits and minutes spent with students.  10/09/25 - On Track

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**Objective 2.** (Threat Assessment) Godley ISD will conduct threat assessments in accordance with district and state policies and procedures. Counselors will maintain written records and communication logs following each threat assessment and will follow up with appropriate resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement the Sentenil program to input and track threat assessments, and all safety and security operations. (Title I SW Elements: 2.2,2.6) (Target Group: All) (ESF: 3.2,3.3)	Mr. Brian Hunt, Director of Safety & Well- Being	August 2025- May 2026	ESC Region 11 Contracted Services	Criteria: Quarterly data review and audit of safety programs and procedures.  10/09/25 - On Track

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**Objective 3.** (Parent and Community Engagement) Godley ISD will maintain policies and implement effective parental involvement practices geared toward lowering barriers and increasing participation by parents and community members in school planning, review, and improvement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to pursue opportunities to partner with local businesses and community organizations to provide support and resources for our students and teachers. (Title I SW Elements: 3.1) (Target Group: All,ECD) (Strategic Priorities: 3)	Dr. Nikki Nix, Chief Readiness Officer, Mr. Jeff Meador, Chief Communications Officer	August 2026-May 2026	Community Report/ Publication, Cook Children's Hospital Telehealth, CVS Vaccine Clinic, GISD Website, Godley Fire Department/ CPR and STB courses	Criteria: We will make new connections with local businesses or community organizations to help support the district this year.  10/09/25 - Some Progress

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**Objective 4.** (McKinney-Vento Assistance Services) Provide services to homeless children and youths, to support the enrollment, attendance, and success of homeless children and youths, in coordination with the services the local educational agency is providing under the McKinney-Vento Homeless Assistance Act.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide resources through a district clothes closets and food pantry for all identified students who indicate a need. (Title I SW Elements: 2.6) (Target Group: HS)	Mrs. Kim Heath, Federal & Special Programs Asst, Mrs. Kristina Sosebee, Emergent Bilingual Coor	August 2025- May 2026	ESC Region 11 Contracted Services	Criteria: Document attendance, grades, and behavior for MV students and track resources provided to students and families.  10/09/25 - Some Progress

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- Goal 3.** (Student Readiness and Safety & Well-Being) Intentionally focus on creating a safe, secure, and supportive learning environment as reflected in an increase of students attendance of .5%.
- Objective 5.** (Align Attendance Policies and Procedures) Implement strategies to align attendance policies, procedures, and practices across the district.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement Attendance Plus program through Parent Square across the district to ensure (Title I SW Elements: 2.3,2.6) (Target Group: All,AtRisk) (ESF: 3.3)	Dr. Nikki Nix, Chief Readiness Officer, Mrs. Bailey Peterson, Elementary Truancy Liason	October 2025	Parent Square	Criteria: We will have clear procedures in place that each campus will follow to accurately track attendance. This will lead to better documentation, more consistent tracking, and improved attendance.  10/09/25 - Some Progress
2. Provide funding for attendance incentives. (Title I SW Elements: 2.3,2.4,2.6) (Target Group: AtRisk) (Strategic Priorities: 4) (ESF: 1.1,1.2,3.3,3.4)	Mr. Spencer Davis, Chief Financial Officer	September 2025-May 2026		Criteria: Increase in students eligible for attendance incentives.  10/09/25 - On Track
3. District realignment of truancy responsibilities to campus personnel will increase awareness and ownership of the at-risk students. (Title I SW Elements: 2.6) (Target Group: AtRisk) (ESF: 1.2,2.1)	Dr. Nikki Nix, Chief Readiness Officer, Mrs. Bailey Peterson, Elementary Truancy Liason	October 2025-May 2026		Criteria: Audit of truancy communication to ensure alignment across all campuses.  10/09/25 - On Track
4. Implement Frontline Student Analytics to track truancy as part of the early warning systems. (Title I SW Elements: 2.2,2.4) (Target Group: All,AtRisk) (Strategic Priorities: 4) (ESF: 1.2,5.3)	Dr. Nikki Nix, Chief Readiness Officer	July 2025-June 2026	Frontline- Student Analytics	Criteria: We will use the Student Analytics system to track attendance trends and look for correlations between attendance and other factors.  10/09/25 - Some Progress