Galena Park Independent School District

District Improvement Plan

2024-2025

Board Approval Date: August 12, 2024

Mission Statement

The mission of the Galena Park Independent School District is to prepare students to become productive citizens and lifelong learners.

Vision

Excellence In All, For All, By All

District Profile

The first settler of the area was Ezekiel Thomas of South Carolina, who obtained the land as one of Stephen F. Austin's colonists. In 1833, one thousand acres of his property were sold at public auction to Isaac Batterson, who settled on the land and named the settlement "Clinton", after his former home in New York. In 1918, a one-room school was established, which had less than seventy students and one teacher. In 1924, the school was moved to the Fidelity Addition and renamed Fidelity School. A second teacher was added and the school taught grades 1st through 7th. Black students in the upper grades were transported to Wheatley High School in the Houston ISD. In 1926, the present Galena Park Elementary campus was the site of Clinton School, one of many schools belonging to the Harris County School District. Thirteen teachers taught grades 1st through 11th. On the secondary level, the courses taught were English, Latin, Spanish, history, math, science, and commercial subjects. In 1931 it became an individual elementary school. In 1928, the construction of a high school, the former Galena Park Middle School, was completed. For almost 100 years, the settlement was known as Clinton. The town attempted to establish a post office but the request was denied due to an existing post office bearing the town name in Hunt County. A group of citizens met, officially changing the name from Clinton to Galena Park, naming it after the Galena Signal Oil Company, one of the town's leading enterprises.

Galena Park Independent School District (GPISD) was established in 1930, with Mr. G. P. Smith serving as Superintendent. He was followed by J. C. Ingram, W. E. Driskill, Dr. Walton Hinds, W. C. Cunningham, Dr. Gerald D. Cobb, Dr. Don W. Hooper, Dr. Shirley J. Neeley, Dr. Mark Henry, and Dr. Angi Williams. Dr. John Moore is currently serving as Superintendent of Schools. GPISD is home to three high schools, five middle schools, fifteen elementary schools, and alternative programs. GPISD is supported by over 3,000 teachers, administrators, and classified and auxiliary personnel making it one of the largest employers in east Harris County. The District spans 37 square miles outside of Loop 610 East and boasts a student enrollment of over 21,000. Together, everyone throughout GPISD maintains the core values of communication, being flexible and understanding, expecting everyone to do their part, and accepting NO excuses.

In May 2016, the Board of Trustees and voters approved a $290 million bond to undergo construction projects designed to facilitate academic excellence throughout GPISD. The bond projects were used to fund the construction of replacing six new elementary campuses and a new 10th grade center, renovating and upgrading all campuses and facilities, and acquiring land for future facility needs.

In May 2024, the Board of Trustees and voters approved the largest bond referendum in the district's history: a $530 million bond package to rebuild two elementary campuses, completion of a high school replacement, renovations for two elementary schools and two middle schools, as well as numerous plans of improvement across all campuses.

These bond projects enabled GPISD to continue to provide our students with state-of-the-art educational facilities and equipment so they can prosper as productive citizens and lifelong learners and realize our vision of “Excellence in All, for All, by All.”

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Where We Are Now:

Galena Park ISD continues to deliver effective instruction to our diverse and growing student population in grades Pre-K through 12 and takes great pride in its academics. A variety of outstanding instructional programs are designed to meet the ever-changing needs of the students we serve. Our instructional programs include bilingual education, English as a Second Language (ESL), advanced placement classes, pre-advanced placement classes, dual credit, gifted and talented, special education, Career and Technical Education (CTE), tutorials alternative educational programs as well as a CTE Early College High School. The District has dropout recovery programs to help our students: Pregnancy Related Services and PEP child care, Accelerated Center for Education, Night School, 21st Century Community Learning Centers, and the Optional Flexible School Day Program. In addition, the District takes great pride in outstanding fine arts, CTE, athletic, academic UIL, LOTC, and JROTC programs. Several of our award-winning programs have been recognized at the district, regional, and state levels.

State Compensatory Education
The goal of State Compensatory Education is to increase academic achievement and reduce the dropout rate of at-risk students. Galena Park ISD provides funds for supplemental state compensatory education programs and services for students who are identified as at risk. The programs and services were designed for these students using district test results to improve and enhance the regular education and summer school programs. Each campus oversees the administration of each supplemental State Compensatory Education Program.

Title I
The goal of Title I is to provide additional supplemental support to students who meet the low socio-economic criteria. In Galena Park ISD, all campuses receive Title I funds based on the number of low socio-economic students. Funds are focused on increasing student academic achievement in the core content areas. Funds provide supplemental staff, support after-school tutorials, and supplemental instructional materials. In addition, parent involvement activities are supported for each campus.

Title I, Part C Migrant
The goal of Title I Part C, Migrant is to ensure that migrant children are provided with appropriate educational services, including supportive services, that address their special needs in a coordinated and efficient manner. In Galena Park ISD, students are provided with clothes that meet our dress code, school supplies, and coordination of other education, health, nutrition, and social services in our community. The District Migrant Coordinator meets/conferences with Priority for Service (PFS) migrant students and parents to monitor the services and growth of PFS students a minimum of twice a quarter. To ensure PFS students receive the appropriate individualized services to address their academic needs quarterly. PFS student progress reviews are conducted and coordination of supplemental materials and resources for both reading and math are provided as needed. In addition, training for migrant parents is provided throughout the year to ensure student success.

Where We're Going:

Based on feedback from this year's District Needs Assessment Survey, Parent Involvement Survey results, department input, assessment data, District Planning and Advisory Committee (DPAC) recommendations, and end-of-year program evaluations, the following sections outline our strengths and priority needs for 2024-2025. We will maintain efforts to support the District goals established by our Board of Trustees. The 1:1 student device program continues to provide exciting learning opportunities that incorporate technology in the classroom. Technology enhancements and remote learning are significant initiatives for the school year. The District will continue to implement the superintendent's focus areas of Accountability/Own It, Growth/Improvement in EVERY department and EVERY campus, Follow-up and Follow-through, Quality Curriculum/Engaging Lessons, Quality Instruction, Quality Professional Learning for Leaders, and Excellence in All We Do.

District Accountability Rating	
2022-2023	Ongoing Litigation
2021-2022	91 - A
2020-2021	Not Rated: Declared State of Disaster
2019-2020	Not Rated: COVID-19
2018-2019	88 - B
2017-2018	Not Rated: Harvey Provision

Attendance, Dropout, & College Readiness Data						
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
Attendance	96.2%	98.4%	96.7%	93%	93.5%	N/A
Drop-Out (7-8)	0.3%	0.3%	0.5%	1.0%	0.6%	N/A
Drop-Out (9-12)	2.7%	1.9%	2.4%	2.7%	2.6%	N/A
4 Year Graduation Rate	88.7%	92.2%	94%	89.3%	89.6%	N/A
Advanced Course/Dual Enrollment	N/A	53.7%	50.3%	54.6%	N/A	N/A

STAAR/EOC Summary (Approaches Grade Level or Above)			
Subject	Year	State	District
All Subjects	2023	76%	77%
	2022	74%	74%
	2021	67%	62%
	2020	-	-
	2019	78%	78%
ELA/Reading	2023	77%	76%
	2022	75%	71%
	2021	68%	63%
	2020	-	-
	2019	75%	73%
Mathematics	2023	75%	78%
	2022	72%	76%
	2021	66%	63%
	2020	-	-
	2019	82%	84%
Science	2023	77%	77%
	2022	76%	75%
	2021	71%	66%
	2020	-	-
	2019	81%	82%
Social Studies	2023	78%	76%
	2022	75%	72%
	2021	73%	62%
	2020	-	-
	2019	81%	79%

Demographics

Demographics Summary

Galena Park ISD consists of three high schools, five middle schools, fifteen elementary schools, one alternative program, one early head start, and two daycare centers staffed by approximately 3,200 employees, making us one of the largest employers in east Harris County. The District includes 34 square miles outside of Loop 610 East and has a student enrollment of 21,400.

The following schools were established as follows:

1928 – Galena Park High School

1931 – Galena Park Elementary School (Rebuilt in 2018)

1943 – Cloverleaf Elementary School (Rebuilt in 2019)

1944 – Jacinto City Elementary School (Rebuilt in 2020)

1947 – Woodland Acres Junior High School (1979 Woodland Acres Middle School)

1950 – Galena Park Junior High School (1991 Galena Park Middle School)

1952 – MacArthur Elementary School & Pyburn Elementary School

1954 – Cimarron Elementary School

1955 – Fidelity Manor High School

1956 – Fidelity Manor Elementary School & North Shore Junior High School (1979 North Shore Middle School)

1959 – Green Valley Elementary School

1961 – North Shore Elementary School

1962 – North Shore High School

1970-1971 – both Fidelity schools closed (buildings were demolished in 1986)

1979 – Kenneth J. Tice Elementary School

1982 – W. C. Cunningham Middle School

1991 – Purple Sage Elementary School

1998 – James B. Havard Elementary School

2000 – Dr. Gerald Dallas Cobb Sixth Grade Campus

2003 – Joyce Zotz Education Center & Normandy Crossing Elementary School

2005 – Dr. Shirley J. Williamson Elementary School

2007 – Sam Houston Elementary School

2015 – Early College High School (established at San Jacinto College - North)

2018 – North Shore 10th Grade Center

Student Demographics		
African American	14.89%	3,185
White	2.44%	521
Asian	0.48%	103
Hispanic	81.43%	17,632
American Indian/Alaskan Native	0.13%	27
Native Hawaiian/Pacific Islander	0.03%	6
Two or More Races	0.61%	131

Student Programs/Indicators		
Economically Disadvantaged	88.32%	18,893
Emergent Bilingual	41.48%	8,874
Special Education	12.55%	2,685
At-Risk	70.95%	15,178

Student Achievement

Student Achievement Strengths

The number of students participating in the dual credit program has grown significantly over the past several years. The chart below provides a summary of the growth in dual credit enrollment in Galena Park ISD since 2017. For 2023-2024, 7 students successfully completed the Associate of Arts degree and 45 graduated with the Associate of Applied Science degree from San Jacinto College. 112 students earned technical certifications in a variety of fields.

Dual Credit Course Enrollment			
	2022	2023	2024
9th grade	140	139	140
10th grade	396	280	192
11th grade	394	504	639
12th grade	402	400	500
Total	1332	1323	1471

GPISD is proud to recognize the outstanding accomplishments of students selected to the Texas Music Educators Association All-State Band, All-State Choir, or All-State Orchestra. Over the past three years, GPHS had 11 students and North Shore Senior High had 13 students recognized as All-State members.

North Shore Senior High has a strong athletic program for their boys' and girls' teams that have advanced to regionals in several areas over the past five years. Several of these athletes have earned college athletic scholarships.

Parent and Community Engagement

Parent and Community Engagement Summary

It is the goal of the schools in Galena Park Independent School District to develop strong partnerships with parents and other family members of our students. Parents, other family members, and schools working as partners increase student achievement and develop positive attitudes about self and school. Galena Park ISD is committed to providing outreach to all parents and family members that encourages meaningful involvement in their child(ren)'s education and social-emotional development.

The key factor in the family-school partnership is the relationship between the teacher, student, and parent/family members. Teachers are professionals who manage a variety of instructional resources. Parents/family members are the child's first teachers and play a vital role in their children's education. Organizational support from the school board, district administrators, parent facilitators, counselors, social service workers, and building principals enable teachers and parent/family members to effectively develop the partnerships. Students are the true beneficiaries of a close family-school partnership.

The partnership between home and school will be supported by:

1. Developing a process that continuously assesses, plans and implements strategies that build the partnership.

a. A district-wide committee of parents, teachers and administrators will review the annual school evaluations of the content and effectiveness of parent and family involvement activities in increasing participation of parent/family members and whether there are barriers to greater participation. The evaluation will be conducted through a written/electronic survey in English and Spanish each year. The committee will use the results of the survey to offer revision suggestions for the district parent and family engagement policy if necessary.

b. A parent and family engagement coordinator will assist parent facilitators on each campus with the parent and family engagement efforts by providing technical assistance and other support necessary to assist schools in planning and implementing effective programs. The parent and family engagement facilitator will work in collaboration with his/her site-based decision-making committees, other school staff, parents, other family members and community resources.

c. The parent facilitators, counselors and social services workers, PTA representatives, faculty, and staff on each campus will provide direct services to families to reduce barriers to student learning. The services include parenting education, counseling, referrals, advocacy, and relationship building to encourage positive attitudes toward education and to promote the concept of parents/parent figures as the child's first teacher, and to promote a meaningful, two-way communication between the home and the school.

2. Developing Home-School Compacts to strengthen communication between home and school.

a. The home-school compacts are to be developed jointly with students and parents.
b. The compacts are to be reviewed and revised on an annual basis to meet the changing needs of students, parents and the schools.

3. Developing opportunities for the full participation of all parents and family members including those who lack language skills, those who are disabled, or those who are economically disadvantaged.

Full realization of the partnership will be achieved through ongoing commitment and active participation by parents, other family members, schools, as well as school and district staff.

Goals

Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 1: Ensure all students and staff know the standard response protocols for responding to emergencies

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Teach the standard response protocols (Hold, Lockdown, Secure, Shelter-in-Place, Evacuation) at all campuses and facilities within the first 10 days of each semester **Strategy's Expected Result/Impact:** All students and staff will know the Standard Protocols for responding to emergencies; Hold, Lockdown, Secure, Shelter-in-place, Evacuation **Staff Responsible for Monitoring:** Security and Emergency Management				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 2: Ensure security of campuses/district facilities with full-time police officers

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Contract with Harris County Constables Precincts 2 & 3 for officers to be assigned at all campuses **Strategy's Expected Result/Impact:** Increase security on campuses **Staff Responsible for Monitoring:** Chief of Police				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: District law enforcement officers' duties comply with TEC 37.081 by protecting the safety and welfare of any person in the jurisdiction of the peace officer, resource officer, or security personnel and the property of the school district. **Staff Responsible for Monitoring:** Chief of Police, Contract Deputies				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 3: Ensure compliance with state and federal student discipline requirements and reduce repeat discipline incident rates

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Conduct monthly Skyward/PEIMS behavior incident reporting audits for coding accuracy and facilitate corrections as needed. **Strategy's Expected Result/Impact:** No data validation errors. **Staff Responsible for Monitoring:** Director for Educational Support				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Implement transition plans for alternative setting students who are returning to their home campus to reduce repeat alternative placements **Strategy's Expected Result/Impact:** Provide extra interventions for students who have been in an alternative setting to become successful at home campus. **Staff Responsible for Monitoring:** Director for Educational Support				

Strategy 3 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3: Provide monthly discipline management trainings that follow the Student Code of Conduct and policies that align with state laws as it relates to Chapter 37 **Strategy's Expected Result/Impact:** Compliance with state laws and district policies. **Staff Responsible for Monitoring:** Director for Educational Support				

Strategy 4 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 4: Ensure 100% campus compliance with policies and regulations for identifying and investigating allegations of bullying as mandated **Strategy's Expected Result/Impact:** Compliance with state laws and district policies. **Staff Responsible for Monitoring:** Director for Educational Support.				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 1: Mental, Physical, and Emotional Safety and Health for all Students and Staff

Performance Objective 4: Provide appropriate mental, physical, and emotional health supports and services for students and staff

Strategy 1 Details	Reviews			
Strategy 1: Provide meals that follow the Dept. of Agriculture's nutritional guidelines so that at least 45% students participate with the breakfast program	Formative			Summative
	Sept	Dec	Feb	May

Strategy 2 Details	Reviews			
Strategy 2: Direct all alerts from the Bark system to assist campus administrators and counselors in addressing bullying, cyber-bullying, violence, dating violence, and self-harm.	Formative			Summative
	Sept	Dec	Feb	May

Strategy 3 Details	Reviews			
Strategy 3: Implement and communicate a comprehensive health and wellness program to ensure all employees are knowledgeable and have access to no-cost programs	Formative			Summative
	Sept	Dec	Feb	May

Strategy 4 Details	Reviews			
Strategy 4: Train all campus staff on prevention, identification, and procedural notification of Dating Violence Acts, Suicide Awareness, Sex Trafficking, Trauma-informed Care, Child Abuse and other maltreatment of children, Conflict Resolution, and mental health concerns.	Formative			Summative
	Sept	Dec	Feb	May

Strategy 5 Details	Reviews			
Strategy 5: Provide appropriate stakeholder communication through a variety of communication outlets pertaining to each health and safety incident	Formative			Summative
	Sept	Dec	Feb	May

Strategy 6 Details	Reviews			
Strategy 6: Ensure all campuses have Character Education coordinators and Student Coalition leaders who support friendly, inclusive, and inviting school culture	Formative			Summative
	Sept	Dec	Feb	May

Strategy 7 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 7: Increase student and staff awareness of resource availability and wellness initiatives through monthly digital media content				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 1: Increase the number of students who graduate college-ready in ELA and Math

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Conduct training for high school ELA and Math teachers on the incorporation of classroom strategies that support ACT and TSIA readiness by February 1 **Strategy's Expected Result/Impact:** Improved ACT scores **Staff Responsible for Monitoring:** Program Director for Secondary Math; Director for Secondary ELA; Director for Advanced Academics				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Increase the number of students meeting the "college ready" standard on the ACT and/or TSIA **Strategy's Expected Result/Impact:** Improve performance on ACT and TSIA in English and Math **Staff Responsible for Monitoring:** Director for Advanced Academics, Curriculm & Instruction				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 2: Increase the number of students who graduate with Dual Credit (college hours)

Strategy 1 Details	Reviews			
Strategy 1: Conduct two student recruitment opportunities during the school year	Formative			Summative
Strategy's Expected Result/Impact: Increased numbers of students who graduate with college hours.	Sept	Dec	Feb	May
Staff Responsible for Monitoring: Director for Advanced Academics				

Strategy 2 Details	Reviews			
Strategy 2: Provide financial support to cover Dual Credit tuition/costs for eligible students	Formative			Summative
Strategy's Expected Result/Impact: More eligible students will participate in Dual Credit.	Sept	Dec	Feb	May
Staff Responsible for Monitoring: Director for Advanced Academics				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 3: Improve STAAR/EOC scores in all categories

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Build instructional capacity through coaching, high-quality curriculum and resources, and PD in each content to ensure growth in student test scores **Strategy's Expected Result/Impact:** Growth in student test scores **Staff Responsible for Monitoring:** Assistant Superintendent for Curriculum & Instruction and Professional Development **Funding Sources:** - 211 - Title I, Part A - $120,000				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Provide interventions/tutorials to students who failed previous STAAR/EOC exams to ensure students show growth **Strategy's Expected Result/Impact:** Students who had failed a STAAR/EOC will show growth. **Staff Responsible for Monitoring:** Curriculum & Instruction Department, Principals				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 4: Increase attendance, promotion, and graduation rates

Strategy 1 Details	Reviews			
Strategy 1: Contract with constable deputies (truancy officers) to reduce student attendance concerns	Formative			Summative
Strategy's Expected Result/Impact: Increased student attendance. **Staff Responsible for Monitoring:** Director for Educational Support	Sept	Dec	Feb	May

Strategy 2 Details	Reviews			
Strategy 2: Implement truancy prevention programs that are compliant with state laws and District policies to ensure increased student attendance	Formative			Summative
Strategy's Expected Result/Impact: Compliance with state laws and district policies. Increased student attendance. **Staff Responsible for Monitoring:** Director for Educational Support.	Sept	Dec	Feb	May

Strategy 3 Details	Reviews			
Strategy 3: Implement McKinney-Vento Act programs that are compliant with state laws and ensure increased student achievement of participating students	Formative			Summative
Strategy's Expected Result/Impact: Increased student achievement and compliance **Staff Responsible for Monitoring:** Program Director for School Support Services	Sept	Dec	Feb	May

Strategy 4 Details	Reviews			
Strategy 4: Recover students that have dropped out through an annual Drop Out Recovery Walk	Formative			Summative
Strategy's Expected Result/Impact: Recover students that have dropped out of school and increase graduation rates. **Staff Responsible for Monitoring:** Program Director for Student Support Services	Sept	Dec	Feb	May

Strategy 5 Details	Reviews			
Strategy 5: Provide intervention strategies for students at-risk of not graduating or retention to improve rates	Formative			Summative
Strategy's Expected Result/Impact: Reduce dropout and increase retention rates **Staff Responsible for Monitoring:** Director for PEIMS and Data Quality Program Director for School Support Services	Sept	Dec	Feb	May

Strategy 6 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 6: Conduct quarterly Migrant Parent Advisory Council meetings and increase parental involvement by providing parent activity meetings and resources as needed **Strategy's Expected Result/Impact:** Increase parental involvement with migrant families and educate parents on available resources **Staff Responsible for Monitoring:** Special Programs Coordinator MEP & NAC **Funding Sources:** Babysitting - 212 - Title I, Part C Migrant - $800				

Strategy 7 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 7: Ensure continued implementation of HB5 graduation requirements and initiatives **Strategy's Expected Result/Impact:** Development of PGPs, transcript reviews, updated cohort folders, sign-in sheets, agendas, webpage updates **Staff Responsible for Monitoring:** Senior Director for Student Support Services				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 2: Student Achievement and Post-Secondary Readiness

Performance Objective 5: Increase participation and attendance rates of Homeless/Foster Care students

Strategy 1 Details	Reviews			
Strategy 1: Provide transportation (with Title I funds) for Homeless/Foster Care students to ensure they can attend/ participate in all offered activities	Formative			Summative
	Sept	Dec	Feb	May

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 3: Wide Range of Student Opportunities

Performance Objective 1: Increase participation in student clubs, enrichment activities and extracurricular opportunities

Strategy 1 Details	Reviews			
Strategy 1: Ensure 100% of campuses have active Boys Club, Girls Club, Student Council, and Honor Society	Formative			Summative
Strategy's Expected Result/Impact: All campuses have a sponsor **Staff Responsible for Monitoring:** Senior Director(s) for School Administration and Principal Development	Sept	Dec	Feb	May

Strategy 2 Details	Reviews			
Strategy 2: Provide student participation opportunities at district-level events/activities (SAB, Dazzling Diamonds, etc.)	Formative			Summative
Strategy's Expected Result/Impact: Increase student input in district decision-making Build student understanding of strategic processes Improve student capacity in confident communication and deliberation skills **Staff Responsible for Monitoring:** Executive Director for School-Community Relations	Sept	Dec	Feb	May

Strategy 3 Details	Reviews			
Strategy 3: Provide a wide-range of district-level competitions for students	Formative			Summative
Staff Responsible for Monitoring: Assistant Superintendent for Curriculum & Instruction	Sept	Dec	Feb	May

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 3: Wide Range of Student Opportunities

Performance Objective 2: Increase participation and performance in Fine Arts programs

Evaluation Data Sources: Contest & evaluation results (UIL marching contest, UIL concert & sight-reading evaluation, UIL One-Act Play contest, TMEA band/choir auditions, GPISD solo & ensemble, HLSR School Art Program results, TAEA Visual Art Scholastic Event results, Scholastic Art & Writing Awards results)

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Ensure all 3rd-5th graders have a Fine Arts experience opportunity outside of the school (Houston Symphony, MOFA, etc.) **Strategy's Expected Result/Impact:** Student field trips to the Houston Symphony (5th grade) and the Museum of Fine Arts Houston (4th grade) **Staff Responsible for Monitoring:** Director for Fine Arts				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Create, conduct, and analyze a student satisfaction survey for 100% of secondary FA program **Strategy's Expected Result/Impact:** Survey student satisfaction and share data/findings with each secondary campus **Staff Responsible for Monitoring:** Director for Fine Arts				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 3: Wide Range of Student Opportunities

Performance Objective 3: Implement elementary academic academies to provide school choice opportunities

Evaluation Data Sources: Review logs from transportation companies

Strategy 1 Details	Reviews			
Strategy 1: Implement STEM Academies at two elementary campuses (Galena Park, Havard) **Strategy's Expected Result/Impact:** Increased attendance for homeless and foster care students **Staff Responsible for Monitoring:** Executive Director of Federal Programs and Compliance **Funding Sources:** - 211 - Title I, Part A - $295,000	**Formative**			**Summative**
	Sept	**Dec**	**Feb**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Design and plan Fine Arts Academies to be implemented at two elementary campuses (Cimarron, Pyburn) during the 2024-2025 school year	**Formative**			**Summative**
	Sept	**Dec**	**Feb**	**May**

Strategy 3 Details	Reviews			
Strategy 3: Design and plan World Cultures Academies to be implemented at two elementary campuses (Purple Sage, Woodland Acres) during the 2025-2026 school year	**Formative**			**Summative**
	Sept	**Dec**	**Feb**	**May**

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 4: High Quality Staff

Performance Objective 1: Increase employee retention by 1%

Strategy 1 Details	Reviews			
Strategy 1: Provide training, support, and mentors for all new teachers to increase retention rate **Strategy's Expected Result/Impact:** Increase in new teacher contract renewals/retention. **Staff Responsible for Monitoring:** Director for Professional Development	**Formative**			**Summative**
	Sept	**Dec**	**Feb**	**May**

Strategy 2 Details	Reviews			
Strategy 2: Monitor new/probationary teacher success rates on state certification exams and provide exam materials and PD sessions **Strategy's Expected Result/Impact:** Increase teacher success in state certification exams. **Staff Responsible for Monitoring:** Director for Professional Development	**Formative**			**Summative**
	Sept	**Dec**	**Feb**	**May**

Strategy 3 Details	Reviews			
Strategy 3: In conjunction with TASB HR Services, conduct salary studies/surveys to remain competitive with surrounding districts/market **Staff Responsible for Monitoring:** Executive Director for Human Resource Services	**Formative**			**Summative**
	Sept	**Dec**	**Feb**	**May**

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 4: High Quality Staff

Performance Objective 2: Maintain an employee satisfaction rate of 80% or higher for HRS/Employee Relations Services

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Conduct and analyze employee satisfaction surveys to ensure excellent customer service is provided **Staff Responsible for Monitoring:** Executive Director for Human Resource Services				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 4: High Quality Staff

Performance Objective 3: Provide relevant and appropriate PD opportunities to increase internal advancements/promotions and employee retention

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Provide training/preparation for selected/interested aspiring employees (Administrators, Counselors, CIC/ Specialists, Diagnosticians, Homegrown, Leadership Workshop, etc.) **Strategy's Expected Result/Impact:** Increased efficiencies and skills while maintaining superior customer service. Increased self confidence in office staff as they improve their skill set and knowledge. Success measured by staff satisfaction with skills via surveys and certifications earned/maintained by staff members, as well as growth within GPISD. **Staff Responsible for Monitoring:** Business Office				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Provide training to enhance technical/competency and interpersonal skills which will assist with maintaining/ earning certifications and licenses and/or job performance				

Strategy 3 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3: Conduct and analyze a professional development needs assessment survey to be utilized for planning future sessions				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 5: Excellent Operational and Fiscal Support and Responsibility

Performance Objective 1: Ensure efficient and effective use of District resources in order to best support students and staff

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Utilize Title I Part A funds to provide parent informational meetings/trainings on topics that directly impact student success **Strategy's Expected Result/Impact:** Increased parental involvement opportunities that directly impact student success **Staff Responsible for Monitoring:** Executive Director for Federal Programs, Senior Director for Student Support Services, Campus Parent Facilitators **Funding Sources:** Parent and Family Engagement - 211 - Title I, Part A - $93,000				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Solicit/participate in grants/programs that supplement the District's technology purchase efforts to ensure all students and teachers have access. **Strategy's Expected Result/Impact:** Provide devices and access for students to ensure all students have technology access **Staff Responsible for Monitoring:** Executive Director for Technology, Director for Instructional Technology				

Strategy 3 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 3: Support participating/eligible Private Non-Profit schools in GPISD boundaries with Title I funding **Staff Responsible for Monitoring:** Executive Director for Federal Programs **Funding Sources:** - 211 - Title I, Part A - $23,000				

Strategy 4 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 4: Utilize small-business construction vendors as appropriate				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 5: Excellent Operational and Fiscal Support and Responsibility

Performance Objective 2: Maintain a positive Fund Balance sufficient to support District progress and ensure fiscal soundness in future years

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Maintain a total Fund Balance level to ensure a less than 25% decrease over three years **Strategy's Expected Result/Impact:** Effective close out of the ESSER II funds and continued management of the ESSER III funds in the final year. Discover opportunities to invest General Fund dollars to maximize interest revenues to support fund balance. Meet our fiduciary responsibility to maximize the return on investment of every educational dollar. **Staff Responsible for Monitoring:** Business Services				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Utilize all federal/state grants to supplement and protect the general fund to offset the funding cliff as grants expire and provide competitive compensation and benefits **Strategy's Expected Result/Impact:** Enable the District to provide competitive compensation and benefits to employees. The General Fund will be able to absorb additional expenses as ESSER funds close. **Staff Responsible for Monitoring:** Business Services				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Goal 5: Excellent Operational and Fiscal Support and Responsibility

Performance Objective 3: Develop and implement LifeCycle replacement and Long Range plans to maintain excellent facilities and equipment

Strategy 1 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 1: Conduct monthly reviews to monitor allocated LifeCycle budget and identify/track selected building projects based on current District needs **Strategy's Expected Result/Impact:** Maintain excellent and effective facilities that conforms with our existing replacement plans and the MOCA database. **Staff Responsible for Monitoring:** Assistant Superintendent for Operations Senior Director for School Operations Lifecycle Specialist				

Strategy 2 Details	Reviews			
	Formative			Summative
	Sept	Dec	Feb	May
Strategy 2: Form a Long Range Planning Committee to evaluate data, review facility needs, develop plans to address those needs, and make recommendations to the BOT **Strategy's Expected Result/Impact:** Improved long term planning for facility needs. **Staff Responsible for Monitoring:** Campus Administrators District Administration Community Leaders Senior Director for Facility Planning & Construction				

0% No Progress 100% Accomplished Continue/Modify Discontinue