

Grand Saline Independent School District

District Plan of Action 2023-2024



Vision Statement

Changing the World One Student at a Time

Mission Statement

The Grand Saline Independent School District, in partnership with parents, community members and businesses, provides a safe, caring and motivational learning environment enabling all students to reach their educational, social and emotional potential. These factors empower graduates to become life-long learners, which in turn allow them to be globally competitive, successful, productive patriotic members of an ever-changing society.

The District Site-Based Decision-Making Committee collaboratively developed the District Plan of Action. In 2015, the President signed the Every Student Succeeds Act, a reauthorization of the ESEA of 1965. ESSA replaces its predecessor, the No Child Left Behind Act (2001). The 2001 National Performance Goals have been adopted by the district and are reflected in the District Plan of Action. The following funding sources support the objectives and strategies identified in the District Plan of Action: Title I, Part A; Title I, Part C; Title II, Part A; Title III; Title V; Special Education; Head Start; Gifted & Talented; Perkins; State Compensatory Education; Instructional Materials Allotment (IMA); and Local.

Board Approved on: _____

District Site-Based Decision-Making Committee Members

- **Debby Morse**, Assistant Superintendent, Non-Teaching Professional
- **Ricky LaPrade**, Assistant Superintendent Non-Teaching Professional
- **Kim McVey**, Special Education Director, Non-Teaching Professional
- **Jim Lamb**, High School Principal, Non-Teaching Professional
- **Alex Paredes**, Assistant High School Principal, Non-Teaching Professional
- **Russ Collins**, High School Teacher
- **Kristi Maciel**, High School/Middle School Teacher
- **Kyle White**, High School Teacher
- **Michael Mize**, Middle School Principal, Non-Teaching Professional
- **Amy Moffatt**, Middle School Assistant Principal, Non-Teaching Professional
- **Jilliyn Geremonte**, Middle School Teacher
- **Casey Cook**, Middle School Teacher
- **Reed Starnes**, Middle School Teacher
- **Katie Kindle**, Middle School Teacher
- **Tina Core**, Intermediate School Principal, Non-Teaching Professional
- **Dean Latta**, Intermediate School, Non-Teaching Professional
- **Brittaney Morris**, Intermediate School Para Professional
- **Katie Gilbreath**, Intermediate School Teacher
- **Mandy Moore**, Intermediate School Teacher
- **Laurie Gipson**, Intermediate School Teacher
- **Tammy Barber**, Intermediate School Teacher
- **Lori Hooton**, Elementary Principal, Non-Teaching Professional
- **Ridge Tardy**, Child Nutrition Director
- **Brenda Miller**, Elementary School Teacher
- **Rachel Curry**, Elementary School Teacher
- **Bryanna Wilson**, Elementary School Teacher
- **Brook Flores**, Elementary School Teacher
- **Brittany McSchooler**, Community/Parent Representative
- **Kodi Wright**, Business/Parent Representative
- **Courtney Harrell**, Parent Representative

Comprehensive Needs Assessment

Grand Saline ISD conducts an ongoing comprehensive needs assessment in the areas of Demographics, Student Achievement, School Culture and Climate, Staff Quality, Recruitment, and Retention, Curriculum, Instruction, and Assessment, Family and Community Involvement, School Context and Organization, and Technology. Data reviewed included the Texas Academic Performance (TAPR) from the previous year, STAAR and EOC performance data, PEIMS data for students and special programs, special program evaluations, inventories, surveys, mCLASS, TELPAS, staff development records, State and Federal Accountability, and TAPR results.

Contracted Services to support continuous improvement in program and budget implementation by training, educating and developing employees. The training will consist of a comprehensive review of data, planning/implementation, funding and budgetary alignment to assist in connection of funds and expenditures. It will also provide training/professional development and support for capacity building in compliance of federal/state requirements.

The following sources provided data for the comprehensive needs assessment. An in-depth review of data led to the development of the goals, objectives, and strategies included in the District Plan of Action.

- Longitudinal TAPR data
- Longitudinal academic performance data for non-TAPR student groups
- TELPAS, mCLASS, STAAR, STAAR, Targeted Supports, TSI, and SAT/ACT
- 2024 Accountability Summary
- Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data
- Staffing Needs
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Informal Evaluations

Findings: Performance results in Reading for Grades 3-8 are below the state in approaches, meets, and masters.

Performance results in Math for Grades 6 and 8 are below the state in approaches, meets, and masters. 7th Grade is below in masters.

Performance results in Algebra is below the state in meets and masters.

Performance results in Science Grade 5 and 8 is below the state in approaches, meets, and masters.

Performance results in US History are below the state in approaches and masters.

Components of a Title I Schoolwide Program

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| 1. Comprehensive Needs Assessment | 2. Reform Strategies | 3. State Certified Teachers |
| 4. Professional Development | 5. Strategies to Attract State Certified Teachers | 6. Parental Involvement |
| 7. Preschool Transition | 8. Teachers Involved in Assessment Decisions | 9. Timely Assistance for Students |
| 10. Coordination of Programs | | |

Math	Approaches Local 23	Approaches State 23	Approaches Local 22	Approaches State 22	Meets Local 23	Meets State 23	Meets Local 22	Meets State 22	Masters Local 23	Masters State 23	Masters Local 22	Masters State 22
3rd	85	72	72	70	54	44	44	42	21	19	20	21
4th	75	70	78	68	53	47	44	42	31	22	20	23
5th	79	79	70	75	54	50	47	46	21	21	20	24
6th	72	74	71	72	30	38	26	37	11	15	6	15
7th	66	61	55	59	40	35	29	30	8	10	8	13
8th	70	74	71	69	31	44	21	38	5	16	0	13
Algebra I	88	78	83	74	41	45	63	47	14	24	39	30
Science	Approaches Local 23	Approaches State 23	Approaches Local 22	Approaches State 22	Meets Local 23	Meets State 23	Meets Local 22	Meets State 22	Masters Local 23	Masters State 23	Masters Local 22	Masters State 22
5th	56	64	62	65	8	34	29	37	9	15	12	17
8th	66	72	62	73	32	45	30	44	6	16	15	23
Biology	97	89	89	82	58	57	71	58	18	22	15	23
Social Studies	Approaches Local 23	Approaches State 23	Approaches Local 22	Approaches State 22	Meets Local 23	Meets State 23	Meets Local 22	Meets State 22	Masters Local 23	Masters State 23	Masters Local 22	Masters State 22
8th	64	60	71	59	33	31	31	29	15	15	18	17
US History	94	95	80	89	75	71	50	71	33	39	22	44
ELAR	Approaches Local 23	Approaches State 23	Approaches Local 22	Approaches State 22	Meets Local 23	Meets State 23	Meets Local 22	Meets State 22	Masters Local 23	Masters State 23	Masters Local 22	Masters State 22
3rd	68	77	74	75	37	51	41	52	6	20	24	31
4th	74	78	79	76	42	47	47	54	15	21	19	29
5th	73	81	74	80	42	56	53	57	20	28	35	37
6th	69	75	55	69	43	51	39	42	14	22	11	23
7th	70	77	65	78	48	52	39	55	12	26	19	37
8th	81	82	87	82	54	56	47	57	14	27	30	37
English 1	71	71	68	63	54	54	54	49	8	14	5	11
English 2	75	74	71	71	69	56	54	58	8	9	4	9

Goal 1: GSISD will promote the academic and social success of enrolled students from PK through 12th Grade for on-time graduation and will provide an exemplary instructional program for all students that is rigorous, engaging, and fully aligned that accommodates the learning needs of at-risk students & special populations to provide the opportunity to graduate college and be career ready.

- **Objective 1:** By 2024, all students will reach high standards, at a minimum attaining passing standard or better as identified on state assessments.
- **Objective 2:** GSISD will continue to create an aligned instructional program designed to increase student performance by all student groups in all subjects increasing the number of graduates who are college and career ready.
- **Objective 3:** Include 21st century learning skills using technology instruction to engage all learners to promote student proficiency in advanced technology.

Summative Assessment: Accomplishment of objective as measured by STAAR, EOC, TELPAS, and TAPR.

Title I Schoolwide Components: 1, 2, 3, 4, 6, 7, 8, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Utilize and ensure equivalence among campuses in the provision of staffing, curriculum, and instructional supplies of SCE and Title I funds to support Title I Schoolwide Programs at campuses with minimum of 40% economically disadvantaged students. <ul style="list-style-type: none"> ▪ Elementary School ▪ Intermediate School ▪ Middle School ▪ High School 	Elementary School Principal Intermediate School Principal Middle School Principal High School Principal	SCE Title I, A	August 2023 January 2023 May 2024	100% of students will attain state assessment passing rate in Reading and Math to Meets GL Standard or Above STAAR Progress Measures and Performance levels for all students in Grades 3-8.	
Continue cross-curricular teaming of CTE and academic content teachers to foster integration of TEKS among disciplines. Career & Technical Education Advisory Committee	Assistant Superintendent High School Principal CTE Teachers Secondary Counselor MS Counselor	Local	August 2023 Sept 2023 October 2023 January 2024 May 2024	100% of CTE teachers will team with academic content teachers.	
Equip campuses with materials to enable teachers to more effectively integrate technology TEKS into the classroom allowing access of USB ports, curriculum software and hardware such as chrome books, laptops, iPads, etc. <ul style="list-style-type: none"> • Promethean Panels for all classrooms • Laptops/Monitors for all teachers • WIFI Upgrades for HS and ES 	Assistant Superintendent Technology Staff	Local ESSER	August 2023 January 2024 May 2024	100% of campuses will have access to technology and library materials.	
Require GT 6 hour annual update for all teachers that have the GT initial 30 hour training.	Assistant Superintendent Principals Region 7	Local	August 2023	100% of all GT teachers will complete 6 hour GT update.	
Continue to provide Dual-Enrollment with Tyler Junior College and provide appropriate scheduling at 8 th grade level to meet coherent sequence of classes for articulated credit at surrounding junior colleges.	Assistant Superintendent High School Principal Secondary Counselor MS Counselor	Local	August 2023 January 2024 May 2024	100% of eligible students will be identified and have opportunity to participate.	
Continue enrichment opportunities for GT students through pull out programs, classroom enhancement, after school projects, etc. <ul style="list-style-type: none"> ▪ Robotics, MS Student Seminars/Imagination Fair ▪ Reading/Math Honor Classes MS ▪ Dual Credit ▪ Debate Team, HS ▪ Duke TIP 	Assistant Superintendent Principals Counselors Teachers	Local	August 2023 January 2024 May 2024	100% of eligible students will be identified and have opportunity to participate.	

Continue to provide activities enabling students to smoothly transition from the home to school, from campus to campus, and from school to work.	Assistant Superintendent Principals Counselors	Head Start Local	August 2023 May 2024	100% of students will have opportunity to participate.	
Provide parents access to student grades via the internet. ▪ Ascender Teacher Parent Portal	Principals Technology Staff	Local	August 2023 January 2024 May 2024	100% of parents will have the opportunity to participate.	
Identify scientifically research based intervention strategies to increase passing rate of Special Education students and increase the number of students in special education (ages 6-21) that participate in a regular education classroom <40%. • Reading Horizons Elevate, Discovery • Vizzle • Tutorials • Targeted Interventions based on data driven decisions	Assistant Superintendent Special Ed Director Principals Counselors Teachers	Local	August 2023 January 2024 May 2024	100% of students will participate in accelerated instruction based on individual needs and SPED Regular Class ≤40% Rate (Ages 6-12) will be PL 0-10.0.	
Continue to provide Pregnancy Related Services.	Principals Counselors Nurse	Local	December 2023 May 2024	100% of eligible students stay enrolled in school and earn credits toward graduation.	
Provide student incentives for perfect attendance.	Principals	Local	August 2023 January 2024 May 2024	96% or greater of students will be in attendance each six weeks.	
Contact parents regarding student absences	Principals	Local	August 2023 January 2024 May 2024	96% attendance rate or higher each six weeks.	
Provide staff with training on effective instructional strategies to accelerate learning and monitor student groups. ▪ Dyslexia and Related Disorders ▪ Bilingual Emergent Learners (EBS) ▪ Special Education Identification ▪ Gifted and Talented 6 Hour Update ▪ RBIS for: All Groups, At-Risk, Eco Dis. ▪ Math Consultant ▪ DMAC ▪ Region 7 workshops ▪ Navigating Literacy Block ▪ TEKS Resource/C-CAD ▪ RLA Planning Fellowship	Assistant Superintendent Special Ed. Director Principals Counselors Dyslexia Specialist Region 7 Specialist Teachers	Local	August 2023 January 2024	100% of teachers will participate. 100% of eligible students will be identified and have opportunity to participate.	
Intervention Staffing/Program – Fountas & Pinnell, Grades K-5	Intervention Teachers	SCE	Sept - May	100% of participants will show growth	
Identify at-risk students using the 15 at-risk criteria. Funds will be budgeted and student will be monitored according to the GSISD SCE Manual. Additional Services: • Jump Start • Intensive Remediation • STAAR Prep • LLI • Small Group	SCE Director SRO Principals Counselors Interventionists Teachers	Local SCE	August - June	100% of participants will show growth	

Continue to provide students and parent's career education to develop the knowledge, skills, and competencies necessary for a broad range of career opportunities. <ul style="list-style-type: none"> Higher Education Admissions and Financial Aid Resources and Opportunities Health/Science Technology College/Career Days Work-based Learning SIGI CTE Programs of Study Guidebook PSAT (9-11) College Board Job Shadowing Program CTE Information Night 	Assistant Superintendent Principals Counselors	Local CTE High School Allotment	August 2023 January 2024 May 2024	100% of students will have access to information.	
Provide SAT/ACT software for use in middle and high school library.	Counselors	Local	August 2023	100% of students will have the opportunity to participate.	
Provide students at VZC Multi Youth, DAEP, and HS the opportunity to regain high school credit through Odyssey Ware credit recovery program.	High School Principal High School Counselor	Title I, D Local	October 2023 January 2024 June 2024	100% of students meeting requirements of program will have opportunity to participate.	
Ensure VZC Multi Youth and DAEP has continuous alignment of quality instruction and course completion.	Assistant Superintendent Secondary Principals Secondary Counselors Secondary Teachers	Local	January 2024 May 2024	100% of all students participating will pass assigned courses.	
TJC Promise Scholarship Opportunity for current Freshmen Class and beyond which will provide 2 years of tuition and fees for students meeting eligibility criteria.	Principal Counselor Superintendent	Local	2020-2021	Students meeting criteria to qualify for 2 years of tuition and fees paid for at TJC.	
Participate in Title III, Contracted Services with Region VII ESC for services to ensure high academic standards for EBS students.	Assistant Superintendent Region 7 Specialist	Local	Monthly	100% of participants will provide documentation of attendance.	
Provide intervention strategies and accelerated instruction for all EBS students as needed. <ul style="list-style-type: none"> Imagine Learning Odyssey Ware Rosetta Stone Discovery/Elevate Targeted Interventions based on data driven decisions 	Assistant Superintendent Principals ESL Teachers Region 7 Specialist	Title III Local IMA Funds	August 2023 January 2024 May 2024	100% of LEP students will participate as needed.	
Continue to train all academic content area teachers in effective teaching strategies for EBS. <ul style="list-style-type: none"> SIOP Strategies ELPS Linguistic Instructional Alignment Guide 	Assistant Superintendent Principals ESL Teachers Region 7 Specialist	Local	August 2023 Oct 2021 Jan 2023	100% of academic content area teachers will participate.	
Pay testing and certification fees for all teachers acquiring new ESL certification in effort to meet the needs of students in classroom setting versus pull-out program. <ul style="list-style-type: none"> Ongoing posting for Bilingual Certified Teacher Attend Job Fairs 	Assistant Superintendent Principals	Local	August 2023 January 2024 May 2024	100% of teachers will have opportunity to participate.	
Provide additional support for EBS students by requiring English I and English II in addition to ESL class.	Assistant Superintendent Secondary Counselor	Local	August 2023 January 2024 May 2024	100% of LEP students will participate.	

ESL certified pull out teachers will receive support from Region 7 specialist to assist with instructional strategies in working with ESL students and how to apply the PLD's accurately when rating students.	Assistant Superintendent Principals Region 7 Specialist	Local	August 2023	100% Participation of all ESL Program Certified Teachers.	
Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data and provide additional support for students not achieving expectations. <ul style="list-style-type: none"> Provide 4 year plans for all LEP students 	Principals Counselors ESL Teachers	Local	August 2023 January 2024 May 2024	All LEP students in Gr. 9-12 will have 4 year plan.	
Create a culture of high expectations by providing support for all students. Develop and incorporate beliefs that articulate the district's theory of action and learning, reflecting high expectations citizens. Create a culture of high expectations by providing support for all students. <ul style="list-style-type: none"> College Monday's College and Career Day 	Superintendent Assistant Superintendent Principals Counselors Teachers	Local	August 2023 January 2024 May 2024	100% of parents will have opportunity to participate. 100% of students will have an increase in student performance.	
Foster Care/Homeless students will be allowed to attend their school of origin when deemed it is in the best interest of the student to do so.	Foster Care/Homeless Liaison SPED Director Transportation Director	Local	Ongoing	100% of all identified students will have an individual transportation plan.	
Assessments to evaluate achievement and accountability: <ul style="list-style-type: none"> mCLASS (K-2) ESGI - ES STAAR TELPAS EOC (MS Algebra I, HS) TSI, ACT/SAT Progress Monitoring Assessments 	Assistant Superintendent Principals Teachers	Local	Ongoing	100% of all student will have a chance to participate	
GSISD will consistently evaluate the progress of at-risk students. <ul style="list-style-type: none"> 12 week progress reports Unit and benchmark Assessments Failure reports Reports from intervention providers Counselor updates 	Principals Counselors Interventionists Teachers	SCE	6 weeks	100% of all at-risk students will make progress	

Goal 2: GSISD will increase state and federal assessment passing rate in Reading and Math to meet STAAR Progress Measures and performance levels for all students for 2023-2024 by providing effective instructional strategies and interventions.

- **Objective 1:** GSISD will provide professional development for leadership and staff that will develop appropriate knowledge and skills and result in ownership of student success and learning.
- **Objective 2:** Students will receive successful classroom strategies, RtI interventions, and accelerated instruction which will lead to increased performance on state assessment, decrease dropout rate, and increase the number of students

Summative Assessment: Accomplishment of objective as measured by STAAR, EOC, and TELPAS.

Title I Schoolwide Components: 1, 2, 3, 4, 8, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
<p>Provide STAAR/remediation staff and materials for Reading and Math for at-risk students. Implement Accelerated Instruction to meet the requirements of HB4545 provided an additional 30 hours instruction for students not performing satisfactorily in Reading or math grades 3,5,8 and all subjects in STAAR and EOC.</p> <p>Instructional Materials to be considered:</p> <ul style="list-style-type: none"> • mCLASS • Education Galaxy • Amplify Reading • Imagine Learning • Study Sync • Oddyseyware • Quill at MS • Newsela at MS • Education Galaxy at IS • Khan Academy • ST Math • Kamico • Manuevering the Middle • Guided Reading • Renaissance Learning • IXL - MS • Online Interim Assessments <ul style="list-style-type: none"> • Reading Horizon's Elevate, Discover (K-8) • ST Math • STAAR Class (HS, MS, IS) • Flex Period (MS/HS) • Fountas & Pinnell 	Principals Teachers	SCE Local	August 2023 May 2024	Student growth on state assessment will improve by 2% per year in Reading and Math.	
<p>Provide dyslexia training for research based strategies meeting 5 components of dyslexia handbook.</p> <ul style="list-style-type: none"> ▪ Scottish Rite Literacy ▪ Rite Flight ▪ Annual training for all teachers/para's <p>HS Reading I course for students qualifying for dyslexia services, LEP students, and struggling readers.</p>	Assistant Superintendent Dyslexia Specialist Principals Teachers	Local		Student growth on state assessment will improve by 2% per year in Reading and Math.	

<p>Identify district/campus intervention strategies for RTI process. Utilize DMAC for computerized benchmarking in Reading/ELA and Math for grades 2-11. Utilize disaggregated data to identify TIER groups of learning. Utilize State Assessment software for STAAR/STAAR and data disaggregation.</p> <ul style="list-style-type: none"> Maintain Progress Monitoring (PM) System to meet the needs of all students to drive appropriate instruction and intervention strategies. Utilize DMAC for data analysis of PM System, State Assessment & PGP. Improve supports to all struggling student groups, ECD, EBS and Special Ed student groups in Reading, Math, and Writing. 	Assistant Superintendent Principals Teachers	Local	August 2023 January 2024 May 2024	Student growth on state assessment will improve by 2% per year in Reading and Math. 100% of teachers will have access to analyzed STAAR data when scores are available to the district.	
<p>Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data progress and provide additional support for students not achieving expectations through tutorials and after-school programs in core content areas for grades 3-12.</p>	Assistant Superintendent SPED Director Principals Teachers	Local SCE	August 2023 January 2024 June 2024	Student growth on state assessment will improve by 2% per year in Reading and Math.	
<p>Reading Horizons Phonics Program</p> <ul style="list-style-type: none"> Reading Horizons Online Elevate Program Reading Horizons Online Discovery 	Assistant Superintendent Principals Teachers	IMA	August 2023 January 2024 May 2024	Student growth on state assessment will improve by 2% per year in Reading and Math.	
<p>Build Staff Development in to annual calendar to allow teachers to receive quality training, time to plan, meet with vertical teams, and plan common assessments.</p>	Assistant Superintendent Principals Teachers	Local Title V	November 2023 January 2024 February 2024 April 2024 May 2024	Student growth on state assessment will improve by 2% per year in Reading and Math.	
<p>Add additional staff to reduce class size.</p>	Assistant Superintendent Principals Teachers	SCE	November 2023 January 2024 February 2024 April 2024 May 2024	Student growth on state assessment will improve by 2% per year in Reading and Math.	

Goal 3: GSISD will promote Community Engagement and Parental Involvement to increase partnerships in the education process to improve student achievement.

- **Objective 1:** GSISD will promote and encourage all stakeholders to attend district and campus meetings to build trust and confidence through communication and transparency at all levels of participation.

Summative Assessment: Accomplishment of objective as measured by participation data and surveys.

Title I Schoolwide Components: 4, 6, 9

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Include strategies to promote effective family and community engagement in the school. <ul style="list-style-type: none"> ▪ SBDM Committees ▪ Parent Conferences/Night, Parent Meetings ▪ Indian Pride Night ▪ Harvest Pageant ▪ Pep Rally ▪ Teacher Appreciation ▪ Indian/Arrow Awards ▪ What-A-Student, Teacher ▪ Homecoming Festivities ▪ Easter Egg Hunt w/community ▪ Thanksgiving Community Lunch ▪ Apex Fun Run ▪ Field Day/Fun Day ▪ Holiday in the Halls ▪ Title I Special Pops Facebook Live ▪ LEP Parent Training ▪ Dyslexia Info. Night ▪ Title I Parent Meetings ▪ CTE Parent Information Night ▪ SPED Parent Training 2 times 	Superintendent Assistant Superintendent SDED Director Principals Counselors Teachers	Local	August 2023 October 2023 November 2023 December 2023 January 2024 May 2024	100% of parents will have opportunity to participate. 100% of students will have an increase in student performance.	
Strategies to promote parent engagement in school health. <ul style="list-style-type: none"> • Health Fair • Cancer Awareness • Diabetes Awareness • Cardio Health Awareness • Apex Fun Run • Blood Drive • Rooting for Rainey Challenge • CATCH Awareness 	Assistant Superintendent School Nurse SHAC Committee	Local	Oct 2023 Dec 2023 Jan 2024 March 2032	100% of parents will have opportunity to participate.	
Survey to assess the needs and interests of parents related to academics and health.	Assistant Superintendent	Local	April 2023	100% of parents will have opportunity to participate.	
Engage parents in homework assignments or other health activities at home.	Assistant Superintendent Principals Teachers	Local	Aug - May	100% of parents will have opportunity to participate.	

Utilize technology tools to communicate with parents. <ul style="list-style-type: none"> ▪ Remind 101 ▪ Google Classroom ▪ Website ▪ Interactive Flat Panels ▪ Zoom Conferencing ▪ GSISD Facebook 	Principal Counselor Teachers	Local	Aug-May	Increase knowledge of involvement activities.	
Roadmap for a safe return to school; COVID-19	Assistant Superintendent Principals Teachers	Local	Aug-May	100% of parents will have increase of knowledge.	

Goal 4: GSISD will recruit, support, and retain teachers and principals who are dedicated to providing a quality education to our students and their families.

- **Objective 1:** Provide staff on-going targeted professional development for continued growth.
- **Objective 2:** All students will be taught by state certified teachers.

Summative Assessment: Accomplishment of objective as measured by TAPR, surveys, and local staffing data.

Title I Schoolwide Components: 3, 4, 5, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Provide capacity building, on-going staff development opportunities for all faculty and staff through Region VII ESC contracts and Consultants. <ul style="list-style-type: none"> Administrative Leadership Cooperative Digital Learning Superintendent Academy Fine Arts Coop GT Curriculum Coop Guidance & Counseling Contracted Nurses, Health & PE Coop Special Education Services TEKS Resource Title III Bilingual/ESL Contracted Academic Content Coop Video Conf Bridging Services 	DSB Committee Assistant Superintendent Principals	Local	Monthly	100% of participants will provide documentation of attendance.	
Participate in Job Network Services with Region VII ESC to post for certified applicants including Bilingual certified teachers. Utilize local website to post open positions. Attend Job Fairs.	Superintendent Assistant Superintendent Principals	Local	August 2023 January 2024 May 2024	100% of new hires will be highly qualified.	
Continue to provide above state-base salary scale and annual financial incentives to recruit and maintain state certified teachers.	Superintendent Assistant Superintendent	Local Title I, Part A ESSER III	Monthly	100% of teachers will be highly qualified.	
Provide capacity-building professional development opportunities beyond regional services through local training, seminars, and conferences. <ul style="list-style-type: none"> TASA TASB TACE CTE 	Superintendent Assistant Superintendent Principals	Title I Local	Monthly	100% of participants will provide documentation of attendance.	
Require all new substitute teachers to complete in person Substitute Teacher Training.	Assistant Superintendent	Local	August 2023	100% of substitute teacher s will participate.	
Provide district/campus new staff orientation and mentoring.	Assistant Superintendent	Local	August 2023	100% of new teachers will participate.	
Teacher exam reimbursement for passing ESL Certification exam	Superintendent Assistant Superintendent Principals	Local	Aug-May	100% of core teaches will be ESL State Certified.	
Campus principals will provide performance reviews and feedback, ensuring consistency among all administrators using T-TESS.	Principal Region 7 Specialist	Local	Weekly	100% of teachers will participate	

Goal 5: At GSISD all students will be educated in learning environments that are safe and secure.

- **Objective 1:** All learning environments will promote student success and will be drug free and conducive to learning.
- **Objective 2:** Campuses will provide speakers and programs to encourage student safety and the importance of making healthy choices.

Summative Assessment: Accomplishment of objective as measured by the Annual Dropout Rate and Completion Rate, PEIMS 425 Report, and surveys.

Title I Schoolwide Components: 1, 2, 5,6, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Continue to provide security doors, wind screen on fencing, exterior door glass at all campus entries and cameras in campus hallways. <ul style="list-style-type: none"> ▪ High School ▪ Middle ▪ Intermediate ▪ Elementary 	Superintendent Principals Technology Director	Local	August 2023 January 2024 May 2024	10% decrease in discipline referrals each six weeks.	
Continue to address the following in faculty meetings and PD. <ul style="list-style-type: none"> ▪ Discipline Management to Include Physical and Verbal Aggression, Sexual Harassment, Sexual Abuse and Maltreatment of children and Bullying, & Human Trafficking ▪ Classroom Management ▪ Dating Violence ▪ Student Code of Conduct ▪ Suicide Prevention ▪ Bullying Protocol ▪ Standard Response Protocol ▪ Incident Command System ▪ National Incident Management System ▪ Grief and Trauma Informed 	Assistant Superintendent Principals Counselors CAC SRO	Local	August 2023 January 2024	100% of teachers will participate.	
Continue to require and provide CPR/First Aid training. <ul style="list-style-type: none"> ▪ Principals ▪ Head Start Teachers/Aides ▪ Coaches, Band Directors, & Cheerleading Sponsors/Sponsors ▪ Identified CTE Teachers ▪ Bus Drivers 	Assistant Superintendent Nurses Athletic Director Maintenance/Transportation Dir.	Local	August 2023 May 2024	100% of identified groups will participate.	
Ensure each campus has a trained TBSI team.	Special Ed Director Principals	Special Education Local	August 2023 May 2024	100% of campuses will have trained team.	
Utilize Emergency Operations Plan to ensure preparedness in all emergency situations in school or community. <ul style="list-style-type: none"> ▪ Standard Response Protocol ▪ Member of Region 7 Safety Coop ▪ ICS ▪ NIMS 	Superintendent Assistant Superintendent Maintenance Director Emergency Operations Team Region 7 Specialist	Local	Monthly August 2023	100% of staff will be informed of plan and respond appropriately in emergency situations.	
Create a learning environment of high expectations for all students through strict enforcement of Code of Conduct and through shared pride in accomplishments and appearance.	Principals Teachers	Local	August 2023 January 2024 May 2024	10% decrease in discipline referrals each six weeks.	
Utilize random dog searches for illegal substances.	Superintendent Principals	Local	Monthly	50% reduction in incidents of found contraband.	

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Provide Exterior Door Glass at all campuses.	Ass.Sup DirOper	Safety Grant	July 2023	100% prevention of intruder school violence	
Upgrade pre-existing fencing to become compliant With School Safety Standards	Ass Super Dir Operations	Safety Grant	July 2023	100% prevention of school violence	
Raptor App for all staff and subs	AssSupe	SPAT Grant	May 2023	100% of staff/subs will utilize app	
Training for all staff/substitutes in SSSP	Ass Superintendent Director Operations	Local	August 23	100% Staff/Subs Trained	

SEL & Campus character education program to teach and reward good behavior and character. <ul style="list-style-type: none"> Wellness Plan Character Counts 	Assistant Superintendent Principals Counselors	Local	Monthly	10% decrease in discipline referrals each six weeks.	
Support and enforce health and safety for staff and students. <ul style="list-style-type: none"> SHAC -District Wellness Plan Secure carlines with staff at drop off/dismissal High school mentors for young students Tech app for dismissal Goal setting for classroom management Citizenship & Character Education Support & Enforce Health/Safety for staff/students Citizenship Awards Kona Ice PBIS Counselors suicide prevention Red Ribbon Week Dogs Against Drugs Positive Behavioral Intervention Strategies 	Superintendent Assistant Superintendent SPED Director Principals Counselors School Nurses SHAC Committee Mentors SRO	Local	Monthly	10% decrease in citations in "Minor in Possession". 10% decrease in discipline referrals each six weeks.	
COVID-19 Procedures <ul style="list-style-type: none"> Self-Screener Face mask optional Sanitizer stations Roadmap for Return to School 	Superintendent Assistant Superintendent Principals Nurses	Local	Monthly	100% of all visitors, staff, and students will be COVID system free.	
Professional Development <ul style="list-style-type: none"> Multi Hazards EOP Dating Violence <ol style="list-style-type: none"> Dating violence is not tolerated GSISD will immediately notify a parent if a student is an alleged victim Student will be trained in dating violence Child Abuse and Maltreatment Mental Health FERPA 504 Bullying Suicide UIL Safety Human Trafficking Grief and Trauma Food Allergies & Anaphylaxis Asthma, Diabetes, Epilepsy Bloodborne Pathogens Sexual Harassment Child Find Science Lab Safety Gifted/Talented Cybersecurity Training New Teacher Orientation Maintaining Positive Relationships Other trainings specific to roles 	Assistant Superintendent Principals Teachers/Counselors/Principals	Local	October-February	100% of all staff will be trained	

Implement additional safety measures: <ul style="list-style-type: none"> • Classroom doors locked during instructions • All staff wear badges visible • Panic Alert Technology for all campuses • Install anti-scaling for fencing • Install entry resilient film to exterior doors and windows • Conduct exterior door sweeps weekly 	Assistant Superintendent Principals Teachers/Counselors/Principals	Local Safety Grant SPAT Grant	August-June	100% of all staff will be trained	
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Title I, Part A Plan

The Title I, Part A Plan of Grand Saline ISD was developed in accordance with [Section 1112](#), to ensure that all children receive a high-quality education, and to close the achievement gap between children meeting the challenging State academic standards (STAAR/EOC) and those children who are not meeting such standards. This plan was developed, reviewed, and revised with timely and meaningful consultation with teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, administrators, and with parents of children in schools served under Title I, Part A. The plan was coordinated with other programs under Every Student Succeeds Act (ESSA), the Individuals with Disabilities Education Act (IDEA), the Rehabilitation Act of 1973, the Carl D. Perkins Career and Technical Education Act of 2006, the Workforce Innovation and Opportunity Act, the Head Start Act, the McKinney-Vento Homeless Assistance Act, the Adult Education and Family Literacy Act, and other Acts as appropriate.

Strategy	Formative Evaluation	Monitoring Timeline
The district has developed and implemented a well-rounded program of instruction to meet the academic needs of all students.	Lesson Plans	Grade Reporting Period
The district identifies students who may be at risk for academic failure	PEIMS Data	Snapshot; Enrollment
The district provides additional educational assistance to individual students who need help meeting the challenging State academic standards.	Report Cards MTSS Lists	Grade Reporting Period
The district identifies and implements strategies to strengthen academic programs and improve school conditions for student learning.	Ongoing CNA	Quarterly
The district utilizes data to identify and address disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out of field teachers.	Texas Equity Plan	Annually

The district provides services for children living in local institutions for neglected or delinquent children (if applicable).	Program Plan	Annually
The district provides services to homeless children and youths, to support their enrollment, attendance and success.	Homeless Liaison	Upon Enrollment, Needs Based
The district implements effective parent and family engagement.	Calendar of Events	Quarterly
The district supports, coordinates, and integrates services with early childhood education programs for the transition of participants in such programs to local elementary school programs.	Kindergarten Enrollment and Registration Event	Annually
The district facilitates effective transitions for students from middle grades to high school and high school to postsecondary education.	Secondary Enrollment and Registration Events; CCMR	Annually
The district utilizes data to reduce the overuse of discipline practices that remove students from the classroom.	PEIMS 425	Grade Report Period
<i>(If determined appropriate by the district)</i> The district supports the coordination and integration of academic and career and technical education through instructional strategies.	Master Schedule	Annually
<i>Other:</i>		

Grand Saline ISD

2022-2023 Priority for Service (PFS) Action Plan for Migrant Students

As part of the Every Student Succeeds Act (ESSA), the Priority for Service (PFS) Action Plan is a required program activity for the Migrant Education Program. In providing services with funds received under this part, each recipient of such funds shall give priority to migratory children who have made a qualifying move within the previous 1-year period and who are failing, or most at risk of failing, to meet the challenging State academic standards; or have dropped out of school. [§1304 [20 U.S.C. 6394](d)].

The Priority for Service Report on NGS must be used to determine who to serve first and foremost with MEP funds. Students are identified as PFS if they meet the following criteria:

Priority for Service Criteria	
Grades 3-12, Ungraded (UG) or Out of School (OS)	<ul style="list-style-type: none"> Who have made a qualifying move within the previous 1-year period; <p><u>AND</u></p> <ul style="list-style-type: none"> Have failed one or more of the state assessments (STAAR), or were granted a EB Postponement, were Absent, Not Tested or were not enrolled in a Texas school during the state assessment testing period for their grade level.
Grades K-3	<ul style="list-style-type: none"> Who have made a qualifying move within the previous 1-year period; <p><u>AND</u></p> <ul style="list-style-type: none"> Have been designated EB in the Student Designation section of the Texas New Generation System (TX-NGS) Supplemental Program Component; <u>or</u> For students in grades K-2, who have been retained, or are over age for their current grade level.

The following document is provided by TEA for districts to help document efforts that are being conducted on behalf of Priority for Service students. It contains all of the required components as described in Part 4 of the ESSA Application in the Provisions and Assurances, but also allows room for districts to add additional activities. Each district's plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives.

Grand Saline ISD

2023-2024 Priority for Service (PFS) Action Plan for Migrant Students

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Grand Saline ISD

NOTE: This document can be obtained electronically in MS Word format from the regional ESC MEP Coordinator.

School District: Grand Saline ISD	Priority for Service (PFS) Action Plan	Filled Out By: Debby Morse
Region: 7		Date: 10-3-2023

School Year: 2023-2024

Note: Title I, Part C Coordinator or MEP staff will include the PFS Action Plan in the District Improvement Plan as a separate section appropriately labeled or identified (e.g., "Migrant PFS Action Plan Section"), rather than integrating the action plan elements with other DIP sections that focus on other student population groups (e.g., bilingual, ESL, economically disadvantage).

<p>Goal(s):</p> <p>100% of eligible migratory, Priority for Service Students will be entered in to the TX-NGS data system by the TX-NGS data technician. These students will be monitored, and needs will be assessed and addressed throughout the school year and in the summer school program.</p>	<p>Objective(s):</p> <p>To ensure 100% of the PFS students are prepared to transition to the next grade level through supports offered at the campus level.</p>
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Grand Saline ISD

Required Strategies	Timeline	Person(s) Responsible	Documentation
Monitor the progress of MEP students who are on PFS.			
<ul style="list-style-type: none"> Monthly, run TX-NGS Priority for Service (PFS) reports to identify migrant children and youth who require priority access to MEP services. 	Before the end of each month, August 2023-July 2024	NGS Specialist	PFS tracking report
<ul style="list-style-type: none"> Before the first day of school, develop a PFS Action Plan for serving PFS students. The plan must clearly articulate criteria for defining student success, including timelines for achieving stated goals and objectives. 	Before 1 st Day of School	MEP contact	PFS report
Additional Activities			
<ul style="list-style-type: none"> 			
Required Strategies	Timeline	Person(s) Responsible	Documentation
Communicate the progress and determine needs of PFS migrant students.			
<ul style="list-style-type: none"> 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 NGS Priority for Service reports. 	ongoing	district migrant contact, principal, teacher or district assigned personnel	PFS reports/ completed student reviews
<ul style="list-style-type: none"> During the academic calendar, the Title I, Part C Migrant Coordinator or MEP staff will provide parents of PFS information on the Priority for Service criteria. 	end of each grading period	district staff	emails, posts, flyers, parent meeting sign-ins, report cards, state assessment letters
<ul style="list-style-type: none"> During the academic calendar, the district's Title I, Part C Migrant Coordinator or MEP staff will make individualized 	ongoing	MEP staff	calendars, meeting notes

Grand Saline ISD

home and /or community visits to update parents on the academic progress of their children.			
Additional Activities			
▪			
Provide services to PFS migrant students.			
▪ The district's Title I, Part C Migrant Coordinator or MEP staff will use the PFS reports to give priority placement to these students in migrant education program activities.	ongoing as student enrolls in school	MEP staff	Bright Beginning documentation, class rosters
▪ The district's Title I, Part C Migrant Coordinator or MEP staff will ensure that PFS students receive priority access to instructional services as well as social workers and community social services/agencies.	ongoing	MEP staff	PFS student review forms, attendance reports, appointment documentation
▪ The district's Title I, Part C migrant coordinator or MEP staff will determine what federal, state, or local programs serve PFS students.	ongoing	MEP staff	PFS student review forms
Additional Activities			
▪			

Debby Morse

LEA Signature

10-3-2023

Date Completed

**Identification and Recruitment
Action Plan 2023-2024**

Strategy 1: Professional Development Districts will participate in effective professional development activities in order to accurately and effectively identify and recruit migrant students and out of school youths.

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Meet federal requirements for annual Identification and Recruitment (ID&R) training	Participate in training	Migrant Contact	Before TEA deadline	State ID&R training, ID&R manual	Certificate
ID&R training for any new ESC or district Migrant staff and other non-migrant staff	Participate in training	Migrant Contact	As requested	State ID&R training, ID&R manual	Certificate
Updates from TEA and Education Service Center (ESC)	Receive updated information	ESC Migrant Specialist	As updates become available	Emails	Copies of updates
Migrant Education Program Advisory Council	Required activity to develop: Needs Assessment Plan, Priority for Service Action Plans, Review Statewide Delivery Plan, ID&R Planning and quality control plan	Grand Saline ISD and ESC Migrant Contacts	September, 2023 and April, 2024	District data, plan	Certificate, PFS Action Plan, ID&R Plan
Migrant Education Program Advisory Council will develop Priority for Service Action Plan Template, ID&R Action Plan Template and Needs Assessment Plan.	ESC 7 MEP Advisory Council Workshop	Grand Saline ISD and ESC Migrant Contacts	September, 2023 and April, 2024	Action Plan Templates, PowerPoint	Certificate, PFS Action Plan Template and ID&R Action Plan Template

**Identification and Recruitment
Action Plan 2023-2024**

Strategy 2: Identification and Recruitment Process ESC 7 and districts will actively, accurately and effectively identify and recruit migrant students and out of school youths.

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
Actively and safely recruit Out of School Youth (OSY)	Meeting community members, churches, Chambers of Commerce, businesses	ESC OSY Recruiter, ESC Migrant Specialist, ESC Migrant Recruiter	Ongoing	Flyers, Newspapers	Agendas, flyers, newspaper
	Employers surveyed	ESC OSY Recruiter	Ongoing	Employer survey	Completed surveys
	ESC Recruiters follow ESC7 Safety Procedures	ESC Recruiters	Ongoing	ESC7 Procedures	Procedures reviewed with Recruiters
	Contact potentially eligible migrant families-by conducting family surveys during school registration and throughout the year.	Grand Saline ISD and ESC	Year round	Family survey	TX-NGS district reports, completed surveys
Identification of children and youth who are under the age of 22, moved across school district lines alone or with parents in order to obtain temporary or seasonal agricultural employment due to economic necessity.	Screening family surveys	Grand Saline ISD and ESC	Upon enrollment or identification	Family survey	TX-NGS district reports, completed surveys
	Use Texas New Generation System and Migrant Student Interstate Exchange (TX-NGS and MSIX) to verify previously eligible Migrant students	Project districts and ESC	Upon enrollment or identification	Family survey	TX-NGS district reports, completed surveys
	Tracking late enrollment, early withdrawal	Grand Saline ISD and ESC	Upon enrollment and withdrawal	Family surveys and withdrawals	TX-NGS district reports, completed surveys
Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation

**Identification and Recruitment
Action Plan 2023-2024**

Complete Electronic Certificate of Eligibility (ECOE)	Recruiter completes COE and Supplemental Documentation Form (SDF) during family interview. Submit completed COE and SDF to designated reviewer for review	ESC Recruiters	Within 5 days of parent signatures	ECOE's	Completed ECOE
Review ECOEs	Reviewer reviews ECOE and SDF, returns ECOE and SDF to recruiter if additional information is needed, then submits to Texas New Generation System (TX-NGS) Terminal Site for entry into to TX-NGS.	Recruiter, Reviewer, TX-NGS data entry personnel	Within 7 days of parent signature.	ECOE's	Completed ECOE with 2 signatures and TX-NGS report.
Conduct Residency Verification	Verify continued residency for all currently eligible migrant children who have not made a new qualifying move during the current reporting period. Recruiter will request school record to verify enrollment and/or obtain parent signature for unenrolled youth.	District Migrant Contact, ESC Migrant Department	September 1, 2023- November 1, 2023. For 2 yr old turning 3, on or after 3rd birthday	ECOE's, School records	Updated ECOE, parent signature, TX-NGS residency verification report
Notify the school district when students qualify for the Migrant Education Program	Letter and a copy of the ECOE is sent to District Migrant Contact and to PEIMS Coordinator	ESC7 Migrant Department	Within 7 days of entry into TX-NGS.	ECOE, letter	District's receipt of letter

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
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**Identification and Recruitment
Action Plan 2023-2024**

Maintain a strong system of Quality Control	Eligibility Review-Forward ECOEs with more than one comment to ESC for review. Follow protocol for ECOEs that warrant further review by the ESC and/or State MEP as outlined in the ID&R Manual. Project Districts send a copy of ECOEs to ESC.	Recruiters, Reviewers, MEP administrators, ESC MEP contact	Ongoing	Documentation forms, re-interview documentation	Completed documentation forms, Re-interview documentation
	Work with the ESC to provide training support to MEP recruiters, designated reviewers and other MEP staff as specific needs are observed throughout the year.	All MEP staff	Ongoing	Manual, Documentation forms	Certificate
Annual Evaluation of ID&R Program	Analyze data	ESC and districts	May, 2023	TX-NGS forms	Completed TX-NGS forms
Maintain up-to-date records on file	Maintain updated active and inactive records. Retain records for seven (7) years.	ESC and districts	Ongoing	ECOE's	ECOE records
Coordinate with ESC for annual eligibility validation	Validate eligibility through re-interview process according to instructions set forth by TEA	ESC, MEP staff, previously identified children selected by State MEP	January - June, 2024	ECOE's, TEA guidance	TEA report

Required Activity	Method	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
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ESC 7 Migrant Education Program Advisory Council

**Identification and Recruitment
Action Plan 2023-2024**

Grand Saline ISD

Maps, intraregional networking and interagency coordination	Recruiter is in contact with growers regarding hiring practices, crops and growing seasons.	OSY Recruiter	Ongoing	Data	Data
	Develop maps for recruiters	All MEP staff	Ongoing	Map	Map
	Coordinate/network with local/regional organizations that provide services to migrant workers and their families by meeting with staff and sharing information with entities listed on the back of the ECOE.	MEP staff	Ongoing	List of entities	Calendars, agendas, data

Strategy 3: Family and Community Relations and Coordination Region 7 Project and SSA districts will actively, accurately and effectively work with families and community members.

Required Activities	Activity	Responsible Staff	Estimated Time Frame	Materials	Method of Evaluation
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Created: 04/01/2015

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Reviewed: 02/01/2023

Revised: 03/24/2022

ESC 7 Migrant Education Program Advisory Council

Identification and Recruitment

Grand Saline ISD

Action Plan 2023-2024

Parent Advisory Committee (PAC)	Parent questionnaire	ESC and Districts	September - October 2023	Questionnaire and listserv	Completed questionnaire
	Gather data	ESC and Districts	November, 2023	Documentation	Completed documentation
	Provide appropriate meeting based on data	ESC and Districts	Fall Semester and Spring Semester	Data, determined by needs, invitations, announcements	Agenda, sign in sheets, invitations
Business Relations and Coordination	Meet with Chambers of Commerce, churches, community members and businesses	ESC Migrant staff	Ongoing	Determined by needs, invitations, announcements	Documentation of meeting, time accounting
	Invite Community and Businesses to PAC	ESC and Districts	Fall Semester and Spring Semester	Determined by needs, invitations, announcements	Agenda, sign in sheets, invitations
Services	Provide school supplies and Summer Education Program materials as determined by needs assessment to Migrant Students.	ESC Migrant staff	Ongoing	NGS enrollment report, supplies, books	Signature on Delivery form



Changing the World One Student at a Time