

**Grand Saline Independent School  
District Middle School Campus 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 allows them to be globally competitive, successful, productive, patriotic members of an ever-changing society.

The campus site-based decision-making committee collaboratively developed the Campus Plan of Action. The No Child Left Behind Act of 2001 National Performance Goals have been adopted by the district and are reflected in the Campus Plan of Action. The following funding sources support the objectives and strategies identified in the Campus Plan of Action: Title I, Part A; Title I, Part C; Title II, Part A; Title II, Part D; Title III; Part B, Subpart II; Special Education; Gifted & Talented; Tobacco Compliance Grant; State Compensatory Education; Instructional Materials Allotment (IMA) and Local.

**Board Approved:**\_\_\_\_\_

# Campus Site-Based Decision-Making Committee Members

- **Michael B. Mize** , Non-Teaching Professional, Chairperson
- **Amy Moffatt**, Non-Teaching Professional, Co- Chairperson
- **Jilliyn Geremonte**, Special Education Middle School Teacher
- **Caroline LaPrade**, Non-Teaching Professional
- **Debra Bennett**, Non-Teaching Para Professional
- **Susan Lewis**, Middle School Teacher
- **Lysa Parks**, Middle School Teacher
- **Gary Nash**, Middle School Teacher
- **Brittany McSchooler**, Parent
- **Dennis Wansley**, Business Representative

# Comprehensive Needs Assessment

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

- Longitudinal TAPR data
- Longitudinal academic performance data for non-TAPR student groups
- TELPAS, STAAR
- Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data
- Staffing Needs
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Informal Evaluations
- Benchmark results

## Components of a School wide Program

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

## **Data Analysis**

### **Summary of Findings:**

Reading Language Arts in Grades 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> is below the state in approaches, meets, and masters.

Mathematics in Grade 6 is below the state in approaches, meets, and masters.

Mathematics in Grade 7 is above the state in approaches and meets.

Mathematics in Grade 8 is below in approaches, meets, and masters.

Mathematics in Algebra I is below in meets and masters.

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

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 21<sup>st</sup> 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 results.

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

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Utilize blended learning to more effectively integrate technology into the classroom. <ul style="list-style-type: none"> <li>• 1 to 1 Chromebook initiative 6-8 grade</li> <li>• Google Classroom</li> <li>• Face to Face Instruction</li> </ul>	Principal Technology Teachers	Local	May of 2024	100% of teachers will have access to library materials and technology support.	
Encourage 30-hour initial GT training and 6 hour yearly update of all teachers in core content areas. ALL teachers of advanced GT are required to do the 6hr update annually.	Assistant Superintendent Principal	Local	May of 2024	100% of GT teachers will complete GT training.	

Continue enrichment opportunities for GT students. <ul style="list-style-type: none"> <li>Honors Classes</li> <li>UIL Academics Robotics Field Trips</li> </ul>	Assistant Superintendent Principal Teachers	Local	May 2024	100% of eligible students will be identified and have the opportunity to participate.	
Continue to provide activities enabling students to smoothly transition from the home to school, from campus to campus. <ul style="list-style-type: none"> <li>6<sup>th</sup> Grade Orientation</li> <li>8<sup>th</sup> Grade High School Information &amp; Orientation</li> </ul>	Principal Counselor or Teachers	Local	May 2024	100% of students will have the opportunity to participate.	
Provide parents access to student grades via the internet.	Assistant Superintendent	Local	Daily	100% of parents will have the opportunity to participate.	
Create an environment of increased accountability for all staff. <ul style="list-style-type: none"> <li>Lesson plans reflecting implementation of aligned curriculum posted daily on classroom doors</li> <li>Teachers will update turn in lesson plans every Monday by 8:00am</li> <li>Administrator Data Walks</li> <li>Regularly Scheduled Faculty Meetings With Required Attendance</li> <li>Grade Level meetings weekly for DDI and planning</li> <li>Team (department) meetings monthly for DDI and planning</li> </ul>	Assistant Superintendent Principal Teachers	Local	Daily Weekly Monthly	100% of faculty will participate.	
Reduce Special Education student to teacher ratio Close the achievement gap in Special Education reading and math classes. Provide time for tracking and counseling of Special Education students by Special Education teaching and counseling staff. Response to Intervention Team	Assistant Superintendent Principal RtI Math/Reading Coordinators	Special Education Local	Daily	Improve Index 2	
Continue to provide Pregnancy Related Services.	Principal Counselor or	Local	May 2024	100% of eligible students stay enrolled in school and earn credits toward graduation.	
Provide student incentives for perfect attendance.	Principal	Local	Each Six Weeks	96% or greater of students will be in attendance each six weeks.	
Contact parents regarding student absences	Principal	Local	Weekly	96% attendance rate or higher each six weeks.	
Provide staff with training on identifying, supporting, and monitoring student groups. <ul style="list-style-type: none"> <li>Dyslexia and Related Disorders</li> <li>Limited English Proficient</li> <li>Special Education</li> <li>Gifted and Talented</li> <li>At-Risk</li> <li>Career Day</li> </ul>	Principal Assistant Superintendent Region 7 Specialists	Local	May 2024	100% of teachers will participate. 100% of eligible students will be identified and have the opportunity to participate.	

<p>Continue to provide students and parents career education to develop the knowledge, skills, and competencies necessary for a broad range of career opportunities.</p> <ul style="list-style-type: none"> <li>Higher Education Admissions and Financial Aid Resources and Opportunities</li> <li>TEXAS Grant Program</li> <li>Teach for Texas Grant Program</li> </ul>	Principal Assistant Superintendent	Local	May 2024	100% of students will have access to information.	
Participate in Title III Contracted with Region VII ESC for services to ensure high academic standards for LEP students.	Assistant Superintendent	Local	Monthly	100% of participants will provide documentation of attendance.	
<p>Provide instruction for all LEP students as needed.</p> <ul style="list-style-type: none"> <li>Imagine Learning Software</li> </ul>	Assistant Superintendent Principal ESL Teacher	Local Title III IMA	May 2024	100% of LEP students will participate as needed.	
Implement academic ELPS and SIOP strategies in all content areas.	Assistant Superintendent Principal Region VII ESL/LEP Specialist	Local	May 2024	100% of academic content area teachers will participate.	
TELPAS Training	Principal ESL Teachers ELAR Teachers	Local	May 2024		
Continue Writing Across the curriculum	Principal Core Teachers	Local	Weekly	100% of teachers will have the opportunity to participate.	
<p>Provide capacity building, on-going staff development opportunities for all faculty and staff through Region VII ESC contracts.</p> <ul style="list-style-type: none"> <li>Leadership Development Cooperative</li> <li>Math/Science Cooperative</li> <li>ELA/Reading Consultant</li> <li>Professional Development Cooperative</li> <li>Special Education Services</li> <li>Title III Contracted</li> </ul>	SBDM Committee Assistant Superintendent Principal	Local	Monthly	100% of participants will provide documentation of attendance.	
<p>Continue to provide alternative instructional settings with structured environments and credit recovery.</p> <ul style="list-style-type: none"> <li>Van Zandt County Youth Multi-Service Center</li> <li>Rains County ISD DAEP</li> <li>Odysseyware</li> <li>A Plus</li> </ul>	Superintendent Principal	SCE Local	Monthly	100% of students assigned to alternative instructional settings will fulfill all program requirements prior to returning	



**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 and RtI interventions which will lead to increased performance on state assessment, decrease dropout rate, and increase the number of students performing at target goals.

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

**Title I Schoolwide Components: 2, 3, 4, 5, 8, 9, 10**

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Utilize DMAC TAG and TEKScore in Reading/ELA and Math for computerized benchmarking. Utilize disaggregated data to target students not reaching expectations and adjust instruction.	Assistant Superintendent Principal DCSI Lead Teachers	Local	Every Six weeks in all core classes.	100% of students will master a minimum of 70% of tested objectives.	Adjust instruction and spiral objectives.
Provide additional support for students not achieving expectations through before-school, after-school program, and extended year programs in core content areas for Reading & Math <ul style="list-style-type: none"> <li>• Before-School Tutorials</li> <li>• After-School Tutorials</li> <li>• Extended Year Tutorial Program</li> <li>• Tomahawk Flex Period</li> </ul>	Principal Teachers	Local Title I	Starting 2nd week of school.	100% of students will master a minimum of 70% of tested objectives.	
Utilize State Assessment software for STAAR data disaggregation. Utilize disaggregated data to target students not reaching expectations.	Principal Teachers	Local	May 2024	100% of teachers will have access to analyze STAAR data when scores become available to the district.	
Continue research-based instructional intervention programs. <ul style="list-style-type: none"> <li>• Brain POP Software</li> <li>• Buckle Down</li> <li>• Compass Learning</li> <li>• Renaissance</li> <li>• DMAC TAG/TEKScore</li> <li>• Elevate-Reading Horizons</li> <li>• Maneuvering the Middle</li> <li>• Study Sync</li> <li>• Lowman Curriculum</li> <li>• IXL for Math</li> <li>• Study Island Science</li> </ul>	Principal Teachers	Local	Daily	100% of students will master a minimum of 70% of tested objectives.	
Provide STAAR remediation courses in Reading/ELA and Math for at-risk students. <ul style="list-style-type: none"> <li>• Tomahawk Flex Period</li> <li>• Accelerated Math &amp; Reading</li> <li>• Before or After School Tutorials</li> </ul>	Principal Assistant Superintendent Teachers	Title I, Part A Local	Weekly	100% of participating students will master a minimum of 70% of tested objectives.	

**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 STAAR and results and State Certified Teacher Surveys.

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

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Continue to provide opportunities for parents to be partners in education. <ul style="list-style-type: none"> <li>▪ SBDM Committees</li> <li>▪ Parent Conferences</li> <li>▪ Parent Meetings</li> <li>▪ Parent volunteers</li> <li>▪ Remind 101</li> <li>▪ Social Media Outlets</li> <li>▪ Grades Online</li> <li>▪ Website</li> </ul>	Assistant Superintendent Principal Core Teachers	Title I, Part A Local	weekly	100% of parents will have the opportunity to participate.	
Provide parents opportunities to be partners in school events such as: <ul style="list-style-type: none"> <li>• Veteran's Day Program</li> <li>• Sports Boosters</li> <li>• Band Boosters</li> <li>• Indian Pride Night</li> <li>• Work with local organizations such as Lions Club for food drive</li> <li>• Parent driven Reading Program</li> </ul>	Principal Counselor	Local	Throughout the Year	100% of parents will have the opportunity to participate.	

**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 the PEIMS 425 Record.

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

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Participate in the Personnel Services Cooperative with Region VII ESC for access to database of certified applicants.	Superintendent Principal	Local	May 2024	100% of new hires will be State Certified.	
Continue to provide above state-base salary scale and financial incentives to recruit and maintain State Certified teachers.	Superintendent Assistant Superintendent Principal	Local Title I, A ESSER III	Yearly	100% of teachers will be State Certified.	
Provide capacity-building professional development opportunities beyond regional services through local training, seminars, and conferences. <ul style="list-style-type: none"> <li>• TASA</li> <li>• TASB</li> <li>• TMSA – Educational Workshop</li> <li>• SEEC- Space Exploration Education Continued</li> </ul>	SBDM Committee Assistant Superintendent Principal	Local	Monthly	100% of participants will provide documentation of attendance.	
Require all new substitute teachers to attend online Substitute Teacher Training.	Assistant Superintendent	Local	May 2024	100% of substitute teachers will participate.	
Provide one-day new teacher orientation and a two year mentoring program.	Assistant Superintendent Principal	Local	May 2024	100% of new teachers will participate.	
Create a positive working environment to develop a culture of support, encouragement, and family Employee of the Month <ul style="list-style-type: none"> <li>• Staff Competitions</li> <li>• Staff Luncheons</li> <li>• Possible addition of new staff and programs( Full time 6th Grade Social Studies Teacher, Creation of ISS ,</li> <li>• Creation of smaller class sections by replacing the STAAR Classes</li> </ul>	Principal/AP	Local	Daily	100% of staff 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 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.

**Title I Schoolwide Components: 2, 3, 4, 6, 9, 10**

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Provide security cameras in campus hallways/ Add emergency lights in classes without windows	Superintendent Principal	Local	Yearly	Decrease in discipline referrals each six weeks.	
Continue classroom activities to support and enforce health and safety. <ul style="list-style-type: none"> <li>• STOPit Student Reporting App</li> <li>• Health &amp; safety instruction offered in P.E. classes</li> <li>• Implement CATCH Program</li> <li>• Red Ribbon Week</li> </ul>	SHAC Principal Student Council Nurse	Title I, Part A	Monthly	100% student participation	
Continue to address the following in faculty meetings/Staff Development <ul style="list-style-type: none"> <li>• Discipline Management to Include Physical and Verbal Aggression, Sexual Harassment, and Bullying</li> <li>• Classroom Management</li> <li>• Conflict Resolution</li> <li>• Student Code of Conduct</li> <li>• Suicide Prevention</li> <li>• PBIS</li> <li>• SEL Training for Teachers</li> <li>• Trauma Training</li> </ul>	Principal Assistant Superintendent	Local	Monthly	100% of teachers will participate.	
Continue to require and provide CPR/First Aid training. <ul style="list-style-type: none"> <li>• Principal/AP</li> <li>• Campus Secretary</li> <li>• Coaches, Band Director, &amp; Cheerleading Sponsor</li> <li>• Bus Drivers</li> </ul>	Assistant Superintendent Nurse	Local	May 2024	100% of identified groups will participate.	
Ensure each campus has a trained Crisis Prevention Intervention team. <ul style="list-style-type: none"> <li>• Special Education Teachers</li> <li>• 1 General Ed. Teacher per/grade level</li> <li>• Safety Team on Campus</li> <li>• Door Audit each Wednesday</li> <li>• ID Tags on Students and Staff</li> <li>• All Junior High Students are on this campus other than 6th grade Pre Athletics and the Theater Performance Class</li> </ul>	Principal/AP Assistant Superintendent SpEd Director	Special Education Local	May 2024	100% of campuses will have a trained team.	

<p>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.</p> <ul style="list-style-type: none"> <li>• Conduct awareness and responsibility instruction for all students. Emphasis will be placed on respect for others and their property, the value of a dress code in maintaining focus on academic preparation, and the teacher's right to teach and the student's right to learn without disruption.</li> <li>• Grade Level Meetings</li> </ul>	Principal/ AP Teachers	Local	Dail Monthly Semest	Implementation of Campus Discipline Management Plan to decrease student discipline referrals each six weeks.	
Utilize random dog searches for illegal substances	Superintendent	Local	Monthly		
<p>Implement a character education program to teach and reward good behavior.</p> <ul style="list-style-type: none"> <li>▪ Continue student leadership program.</li> <li>▪ Indian Award - Student of the Month</li> <li>▪ Indian Pride Awards</li> <li>▪ Students taking leadership roles</li> </ul>	Principal/AP	Local	Monthly	Decrease in discipline referrals each six weeks.	



**Changing the World One Student at a Time**