

Grand Saline Independent School District

Grand Saline Intermediate School Plan of Action

2024-2025



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; State Compensatory Education; Instructional Materials Allotment (IMA); and Local.

Board Approved on: 10-21-24

Intermediate Campus Site-Base Committee Members

- **Tina Core**, Non-Teaching Professional, Chairperson
- **Dean Latta**, Non-Teaching Professional
- **Tracie Clay**, Non-Teaching Professional
- **Keely Chamberlin**, Intermediate School Teacher
- **Bryanna Wilson**, Intermediate School Teacher
- **Tina Maddox**, Intermediate School Teacher
- **Brittany McSchooler**, Business member
- **Taylor Cude**, Parent 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 goals, objectives, and strategies included in the Campus Plan of Action.

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

Findings: We are awaiting ratings from the state.

GSI students have limited experiences to draw from, environmental schema, and are lacking in vocabulary development & fundamental skills in the areas of reading, writing, science, and mathematics. While these skills are being taught, the curriculum wasn't aligned and they are not being retained and transferred into student daily lives. GSI staff proposes to provide an aligned curriculum, experiences for the students to draw upon, to increase the environmental schema, and to develop their vocabulary thru use of field trips, introduce them to cultural differences, emphasize vocabulary in all core subjects, use visuals for student to make associations with, and to ask open-ended questions requiring students to expand their thoughts. Writing will become part of the daily routine with journaling in core classes. Students will engage in scientific conversations of how/why and participate hands-on learning & use problem solving skills regularly in Science classrooms.

Components of a Title I Schoolwide Program

1. Comprehensive Needs Assessment

2. Reform Strategies

3. Highly Qualified Teachers

- 4. Professional Development
- 7. Preschool Transition
- 10. Coordination of Programs

- 5. Strategies to Attract Highly Qualified Teachers
- 8. Teachers Involved in Assessment Decisions

- 6. Parental Involvement
- 9. Timely Assistance for Students

2024-2025 Improvement Plan for Grand Saline Intermediate School

Essential Action - 5.1 Objective-driven daily lesson plans with formative assessments.

Rationale

Teachers will collaboratively plan at least parts of lessons and the Instructional Leadership Team (ILT) will provide support and structure which is critical to student success. The lesson plan helps teachers to achieve their goals and objectives and ensure alignment across grades.

Desired Annual Outcome

Student outcomes will show significant annual growth as a result of campus leadership providing support and effective feedback for teachers through the monitoring of lesson plans and through data walk observations to ensure rigorous delivery of readiness and supporting standards

Barriers to Address During the Year

Campus leadership will establish clear processes and expectations for lesson plans.

Prioritized Focus Area #2

Essential Action - 5.3 Data-driven instruction.

Rationale

There is a need to develop a schedule for DDI. Teachers will need to follow the Instructional Focus Document (IFD) and pacing guides in TEKS Resource to maintain focused instruction and assessments schedules.

Desired Annual Outcome

Teachers will know every student's progress through ongoing DDI meetings which will drive instruction through laser focused lesson planning and re-teaching where data indicates a need.

Barriers to Address During the Year

Teachers do meet to plan and review data but like adequate time to plan. The campus will provide clear roles and responsibilities along with timelines and consistent structures in place for planning.

District Commitment Theory of Action

The district will provide for ongoing support and coaching for the campus principal including establishing strong data driven instruction practices; then campus leadership will more effectively engage in instructional leadership roles and activities to improve lesson planning and strengthen DDI meetings and the planning of instruction.

STAAR Comparison Data 2023-2024													
2023-2024							2022-2023						
Math	App	STATE-A	Meets	STATE-ME	Masters	STATE-MA	Math	App	STATE-A	Meets	STATE-ME	Masters	STATE-MA
3rd	80	69	46	41	21	15	3rd	85	72	54	44	21	19
4th	73	68	52	45	33	21	4th	75	70	53	47	31	22
5th	85	76	58	49	26	19	5th	79	79	54	50	21	21
Reading	App	STATE-A	Meets	STATE-ME	Masters	STATE-MA	Reading	App	STATE-A	Meets	STATE-ME	Masters	STATE-MA
3rd	79	75	43	49	11	21	3rd	68	77	37	51	6	20
4th	76	81	42	51	14	23	4th	74	78	42	47	15	21
5th	75	78	55	54	22	29	5th	73	81	42	56	20	28
Science	App	STATE-A	Meets	STATE-ME	Masters	STATE-MA	Science	App	STATE-A	Meets	STATE-ME	Masters	STATE-MA
5th	59	57	22	26	6	11	5th	56	64	21	34	9	15

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 2025, 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 and STAAR Alt, and TELPAS results.

Title I School-wide Components: 1, 2, 3, 4, 6, 7, 8, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Increase student vocabulary and science knowledge thru the following: <ul style="list-style-type: none"> • Utilize STEMscopes • Perform a minimum of 3 Hands-On Lab activities per six weeks. • Utilize vocabulary in writing activities 	Assistant Superintendent Principal Assistant Principal Teachers	Local	September 2024 October 2024 December 2024 February 2025 April 2025 May 2025	100% of students will increase his/her scores by 10%. 100% of science teachers will provide hands-on science learning activities related to grade level TEKS.	
Address the environmental schema and vocabulary needs of students by providing experiences through video introducing them to cultural differences and putting a strong emphasis on vocabulary through literature.	Principal Assistant Principal Teachers	Local	December 2024 May 2025	100% of students will participate	
Utilize SCE funds to support Title I School-wide Programs at campuses with minimum of 40% economically disadvantaged students.	Assistant Superintendent Principal	SCE	September 2024 October 2024 December 2024 February 2025 April 2025 May 2025	100% of students will increase his/her scores by 10%.	
Equip campus with additional supplies and materials to enable teachers to more effectively integrate technology TEKS into the classroom allowing access of Chromebooks, curriculum software and hardware such as projectors, Promethean boards, document cameras, etc.	Assistant Superintendent Technology Staff	Local	December 2024 May 2025	100% of students will have access to and use technology	
Require GT 6 hour yearly update of all GT teachers in core content areas.	Assistant Superintendent Principal Assistant Principal Region 7	Local	December 2024 May 2025	100% of core content area teachers will complete GT training.	
Continue enrichment opportunities for GT students through pull out programs, classroom enhancement, UIL events, and/or after school projects.	Principal Assistant Principal Teachers Region 7	Local	December 2024 May 2025	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, grade level to grade level, from campus to campus, and from school to work. <ul style="list-style-type: none"> • Meet Your Teacher/Indian Pride Night 	Assistant Superintendent Principal Assistant Principal Teachers	Local	September 2024 October 2024 December 2024 February 2025	100% of students will have opportunity to participate.	

<ul style="list-style-type: none"> • Title 1 Meeting • Fall Parent Night • ELL Parent Night • End of the year visit to for 2nd Grade and 5th grade • Parent Communication Letters • Report Card Conferences • Testing Info Nights 	Paraprofessionals		April 2025 May 2025		
Provide computer access to set up Parent Portal access during evening events.	Principal Secretary Assistant Principal	Local	September 2024	100% of parents will have the opportunity to participate.	
Continue to provide parents access to student grades via Parent Portal.	Principal Assistant Principal Technology Staff	Local	Daily	100% of parents will have the opportunity to participate.	
Provide access for parents/guardians to an open computer lab during daytime/evening events to register for our Parent Portal	Principal Assistant Principal Paraprofessionals	Local	August 2024 December 2024 March 2025	100% of parents will have the opportunity to participate.	
<p>Identify scientifically research-based intervention strategies to reduce percentage of Special Education students in order to meet ESSA requirements.</p> <ul style="list-style-type: none"> ▪ Imagine Learning Software ▪ 6+1 Writing, Daily Five & CAFE ▪ Reading Renaissance (STAR) and AR • Rite Flight • Empowering Writers • Reading Horizons including Elevate and Discovery • Progress Learning • Lift Off Education Galaxy • STAAR time • Target Math • Intervention • Small Group Setting • One-on-One Instruction • Hands-On Activities 	Assistant Superintendent Principal Assistant Principal Teachers Region 7 ELAR Specialist Math Consultant	Title III Local IMA	September 2024 October 2024 December 2024 February 2025 April 2025 May 2025	Overall campus SPED percentages will be less than 10%.	
Implement student Writing Across the Curriculum in academic (ELAR, Math, Science/Social Studies) and non-academic areas.	Principal Assistant Principal Teachers	Local	Weekly	100% of students will participate	
<p>Provide opportunities for students to participate in campus activities and demonstrate campus pride and character:</p> <ul style="list-style-type: none"> • Daily Announcements • Flag Duty • Kindness Counts Campaign • Red Ribbon Week/Anti-Bullying Week • UIL Academics • Indian Award • Arrow Awards (life skills/character ed) • VIP All Access Event • Character Presentations (NED, Yoyo etc) • Student Council • Tailgate Party • Food Drive 	Principal Assistant Principal Teachers	Local	Daily/Monthly	100% of students will have opportunity to participate	

<ul style="list-style-type: none"> Indian Buck Store Best Attendance by Homeroom class Accelerated Reader Goal Party 					
Provide student incentives for individual and grade level attendance awards each six weeks and by grade level	Principal Assistant Principal Teachers	Local	Weekly	100% of the students will have the opportunity to participate	
Provide opportunity for early morning recess to decrease tardiness and increase attendance	Principal Assistant Principal Teachers	Local	Daily	100% of students will have the opportunity to participate	
Provide student incentives for perfect attendance, grades, meeting goals and other awards. <ul style="list-style-type: none"> Perfect Attendance Celebrations Perfect Attendance lunches with staff 	Principal Assistant Principal Teachers	Local	Weekly	100% of students will have the opportunity to participate	
Provide student incentives for perfect attendance, grades, meeting goals and other awards. <ul style="list-style-type: none"> Positive Office Referrals Business Coupons Awards/Prizes (Incentives, certificates) A and AB Honor Roll Awards Indian Bucks Store Virtual Field Trips Indian Bucks Store AR awards Leadership Recognition Math Galaxy (achievements) Indian Award Arrow Awards (life skills/character ed) 1000 Sight Word Challenge 	Principal Assistant Principal Teachers	Local	Each 6 Weeks	96% or greater of students will be in attendance each six weeks.	
Attendance Review Committee will meet regularly, contact parents regarding student absences.	Principal Assistant Principal Teachers	Local	Each 6 weeks	96% attendance rate or higher each six weeks.	
Contact parents regarding student tardiness and provide suggestions for earlier arrival.	Principal Assistant Principal Teachers	Local	Each 6 weeks	10% decrease in number student tardiness each six weeks	
Participate in Migrant SSA with Region VII ESC. <ul style="list-style-type: none"> Annual Training for Identification and Recruitment of Migrant Students 	Assistant Superintendent	Title I	August 2024	100% of migrant students will be identified and served.	
Participate in Title III SSA 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.	
Provide intervention strategies and instruction for all LEP students as needed. <ul style="list-style-type: none"> Summit K12 Small Group Instruction ELL Support in Classroom ELPS Sheltered Instruction Staff Development 1 on 1 Intervention w/ELL/Rtl Specialist 	Assistant Superintendent Principal Assistant Principal Teachers ELL staff Region 7 ESL/LEP Specialist	Title III Local	August 2024 through May 2025	100% of LEP students will participate as needed.	
Provide additional support for ELL teacher to ensure high academic standards for LEP students	Assistant Superintendent Principal	Local	August 2024 through May 2025	100% of teachers will have opportunity to participate	

	Assistant Principal ELL Teachers Region 7 ESL/LEP Specialist				
Implement plan to train all academic content area teachers in LEP procedures. <ul style="list-style-type: none"> ELL Instructional Strategies 	Assistant Superintendent Principal Assistant Principal Testing Coordinator Region 7 ESL/LEP Specialist	Local	August 2024 through May 2025	100% of academic content area teachers will participate.	
Pay testing and certification fees for all teachers acquiring new ELL certification in effort to meet the needs of students in classroom setting versus pull-out program.	Assistant Superintendent Principal	Local	September 2024 October 2024 December 2024 February 2025 April 2025 May 2025	100% of teachers will have opportunity to participate.	
Purchase and provide Chromebooks for all students: 1 to 1 devices	Assistant Superintendent Technology department Principal Assistant Principal	Local	August 2024 through May 2025	100% of the students will have opportunity to participate.	
Utilize the reading curriculum and its components	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024 through May 2025	100% of the students will have opportunity to participate.	
Continue use of Promethean Boards	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024 through May 2025	100% of the students will have opportunity to participate.	

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 2024-2025 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 School-wide Components: 1, 2, 3, 4, 8, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with accountability standards and provide additional support for students not achieving expectations	Assistant Superintendent Principal Assistant Principal	Local	August 2024 January 2025 May 2025	100% Participation of Certified Staff in ELPS training.	
Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with accountability standards and provide additional support for students not achieving expectations <ul style="list-style-type: none"> • Utilize DMAC to gather data by teacher, TEKS, and student • Create data tracker for teachers to target students not achieving expectations and students not showing growth • Use DMAC reports to target TEKS students are not achieving expectations • MAP testing 	Assistant Superintendent Principal Assistant Principal Testing Coordinator Teachers	Local	August 2024 January 2025 May 2025	100% Participation of teachers	
Create measurable achievement individual student goals each six weeks that focusing on growth as well as mastery	Assistant Superintendent Principal Assistant Principal Teachers	Local	Each 6 weeks	100% Participation of teachers	
Meet with students and evaluate the individual goals set to monitor student growth	Principal Assistant Principal Teachers		Each 6 weeks	100% Participation of teachers and students	
Utilize Region 7 ESL/LEP Specialist to address professional development needs of staff, analyze student data and provide instructional support through classroom observations, grade level meetings and mentoring.	Assistant Superintendent Principal Assistant Principal Region 7 ESL/LEP Specialist Teachers	Local	August 2024-May 2025	100% Participation of teachers	
Utilize Region 7 LAR Specialist to address professional development needs of staff, analyze student data and provide instructional support through classroom observations, modeling, grade level meetings and mentoring.	Assistant Superintendent Principal Assistant Principal Region 7 ESL/LEP Specialist Region 7 ELAR Specialist Teachers ELL Teacher	Local	August 2024-May 2025	100% Participation of teachers	
Utilize math consultant to address professional development needs of staff, analyze student data and provide instructional support through	Assistant Superintendent Principal/AP Math Consultant	Local	August 2024-May 2025	100% Participation of teachers	

classroom observations, provide modeling, grade level meetings and mentoring.	Teachers				
Identify district/campus intervention strategies for RTI process. Utilize DMAC for computerized benchmarking in ELAR and Math. Utilize disaggregated data to identify tier groups of learning. Utilize State Assessment software for data disaggregation.	Assistant Superintendent Principal Assistant Principal Consultant Teachers		August 2024-May 2025	100% Participation of teachers	
Include specific measurable achievement goals and targets for each of the groups of students identified in the disaggregated data consistent with adequate yearly progress and provide additional support for students not achieving expectations through intervention and tutorials in core content areas for grades 3-5.	Asst Superintendent Principal Assistant Principal Teachers Math Consultant Region 7 ELAR Specialist	Local	August 2024-May 2025	100% of students will increase his/her scores by 10%. 100% of teachers will have access to analyzed data.	
Incorporate scientifically based research strategies that strengthen the core academic program in schools served by GSISD <ul style="list-style-type: none"> ▪ Summit K12 Software ▪ Reading Renaissance • Rite Flight • STEMscopes • Empowering Writers • Daily 5/Café • 6+1 Writing • Reading Horizons • Progress Learning • Sustained Silent Reading • STAAR time • Goal Setting • Data Tracking • PLC's • Data Talks • Small Group Setting • One-on-One Instruction • Recess Daily • Physical Activity Breaks • Problem Solving Strategies • TEKS Resource/YAG • Lead4Ward • DMAC • Interim Assessments • Instructional Focus Document • Hands-On Activities 	Assistant Superintendent Principal Assistant Principal Region 7 ESL/LEP Specialist Region 7 ELAR Specialist Region 7 TEKS RSRC Specialist Math Consultant Teachers	Local SCE	August 2024-May 2025	100% of students will increase his/her scores by 10%.	
Provide PLC for staff training and data review	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of students will increase his/her scores by 10%.	
Provide opportunities for vertical alignment in grades 3-5 and with other grade levels in district	Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of students will increase his/her scores by 10%.	

<p>Address the lack of student success in all subjects by implementing the following:</p> <ul style="list-style-type: none"> • Writing Across All Curriculums • Utilize 6+1 Trait Crate Kits for all ELAR teachers • Daily 5 in all ELAR classes • Reading Horizons • Target Math • Sustained Silent Reading • Small Group Instruction • Direct Explicit Instruction • Problem Solving Strategies • Physical Activity Breaks • Hands-On Activities 	<p>Assistant Superintendent Principal Assistant Principal Teachers</p>	<p>Local</p>	<p>August 2023-May 2024</p>	<p>100% of students will increase his/her scores by 10%.</p>	
<p>Provide additional support for students not achieving expectations through general instruction, tutorials, intervention and extended year programs in Reading and Math for grades 3-5</p>	<p>Assistant Superintendent Principal Assistant Principal Teachers</p>	<p>Local SCE</p>	<p>August 2024-May 2025</p>	<p>100% of students will increase his/her scores by 10%. 100% of students will participate in campus-wide writing activities and aligned instruction.</p>	
<p>Provide dyslexia training for research based strategies meeting 5 components of dyslexia handbook.</p> <ul style="list-style-type: none"> ▪ Scottish Rite Literacy ▪ Take Flight 	<p>Assistant Superintendent Principal Assistant Principal Dyslexia Teachers</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of students will increase his/her scores by 10%.</p>	
<p>Utilize data analysis to determine math deficits of learning-disabled students and address them through direct instruction and/or inclusion support.</p>	<p>Assistant Superintendent Principal Assistant Principal Teachers Paraprofessionals</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of students will increase his/her scores by 10%.</p>	
<p>Utilize data analysis to determine reading deficits of learning disabled students and address them through direct instruction and/or inclusion support.</p>	<p>Principal Assistant Principal Teachers Paraprofessionals</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of identified students will participate</p>	
<p>Utilize TEKS Resource System and Pacing guides to ensure all TEKS are taught and in a logical order</p>	<p>Principal Assistant Principal Teachers Region 7 TEKS Resource Specialist</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of identified students will participate</p>	
<p>Utilize Implementing TEKS Resource System to ensure rigor of lessons by utilizing the Performance Assessments and Formative Assessments</p>	<p>Principal Assistant Principal Region 7 Consultant Math Consultant Region 7 TEKS Resource Teachers</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of students will increase his/her scores by 10%.</p>	
<p>Ensure master schedule has specials (Art, Library, and PE), SEL, and fine arts</p>	<p>Principal Assistant Principal Teachers</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of students will increase his/her scores by 10%.</p>	
<p>Utilize additional planning time to create engaging lessons, work stations, and data analysis</p>	<p>Assistant Superintendent Principal Assistant Principal Teachers</p>	<p>Local</p>	<p>August 2024-May 2025</p>	<p>100% of students will increase his/her scores by 10%.</p>	

TEA training for trauma and grief	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024 through May 2025	100% of all staff, students, and visitors will have opportunity to participate.	
Provide multiple opportunities for physical movement and SEL through recess breaks (Morning recess, after lunch recess, grade level recess)	Principal Assistant Principal	Local	August 2024-May 2025	100% of students will have the opportunity to participate.	
Continue Data meetings to provide teachers with immediate, beneficial, and consistent feedback	Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of teachers will have opportunity to participate and receive feedback	
Utilize STAAR time for small group intervention for HB 1416	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024 through May 2025	100% of the identified students will have opportunity to participate.	
Utilize STAAR time for small group intervention for enrichment	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024 through May 2025	100% of the identified students will have opportunity to participate.	

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 School-wide Components: 4, 6, 9

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Provide opportunities for parents/guardians/community to participate in the following: <ul style="list-style-type: none"> • STAAR Information Nights • Arrow Awards • Award Assemblies • Tailgate Party • Lunch with Student • First Six Weeks Conferences • Class Parties • Living Museum • Field Day • VIP All Access Party • Title 1 Parent Meeting • Parent Information Nights 	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of students will increase his/her scores by 10%.	
Provide opportunities to win door prizes at the evening events to increase parent attendance	Principal Assistant Principal Secretary	Local	August 2024-May 2025	100% of parents will have opportunity to participate	
Provide opportunities for parents/guardians to complete a survey after evening events	Principal Assistant Principal	Local	August 2024-May 2025	100% of parents will have opportunity to participate	
Make positive parent/guardian contacts by phone/email/notes home	Principal Assistant Principal Teachers	Local	Every 6 weeks	100% of parents will have opportunity to be contacted	
Include strategies to promote effective parental involvement in the school. <ul style="list-style-type: none"> ▪ SBDM Committees ▪ Parent Conferences & Meetings ▪ PTO ▪ Parent Appreciation • Meet the Teacher Night • Awards Assemblies • Title 1 Meeting • Campus-wide family projects (STAAR Night, Learning night, etc) • Field Day • District and Campus Websites • Facebook Page • Remind Messaging • Room Parent/Guardian 	Assistant Superintendent Principal Assistant Principal Teachers Librarian Paraprofessional	Local	August 2024-May 2025	100% of parents will have 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, TAPR, surveys, and local staffing data.

Title I School-wide Components: 3, 4, 5, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Provide staff with professional development on identifying, supporting, and monitoring student groups. <ul style="list-style-type: none"> • Dyslexia and Related Disorders • Limited English Proficient • Special Education • Gifted and Talented • At-Risk • Economically Disadvantaged • RTI 	Assistant Superintendent Principal Assistant Principal SPED director	Local	August 2024-May 2025	100% of teachers will participate. 100% of eligible students will be identified and have opportunity to participate.	
Pay testing and certification fees for all teachers acquiring new ELL certification in effort to meet the needs of students in classroom setting versus pull-out program.	Assistant Superintendent Principal	Local	August 2024 January 2025 May 2025	100% of teachers will have opportunity to participate.	
Provide capacity building, on-going staff development opportunities for all faculty and staff through Region VII ESC contracts. <ul style="list-style-type: none"> ▪ Leadership Development Cooperative ▪ Professional Development Cooperative ▪ Title I Contracted Services ▪ Head Start Cooperative ▪ Special Education Services ▪ Migrant • Title III Contracted • Region 7 ESL/LEP Specialist 	SBDM Committee Assistant Superintendent Principal Assistant Principal	Local	August 2024-May 2025	100% of participants will provide documentation of attendance.	
Provide capacity building, on-going staff development opportunities for all faculty and staff through the following consultants: <ul style="list-style-type: none"> • Math consultant • Region 7 LAR specialist • Region 7 ESL/LEP Specialist • Region 7 TEKS Resource Specialist 	Assistant Superintendent Principal Assistant Principal	Local	August 2024-May 2025	100% of participants will provide documentation of attendance.	
Provide opportunities for staff to share in decision making <ul style="list-style-type: none"> • Campus Leadership team • Campus Discipline team • Campus staff development • Campus staff meetings • Grade Level Meetings 	Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of participants will provide documentation of attendance	
Participate in Personnel Services Cooperative with Region VII ESC for access to database of certified applicants.	Superintendent Principal	Local	August 2024-May 2025	100% of new hires will be highly qualified.	

Continue to provide above state-base salary scale and financial incentives to recruit and maintain state certified teachers.	Superintendent Assistant Superintendent	Title I, Part A Local	August 2024-May 2025	100% of teachers will be highly qualified.	
Provide staff incentive bonus at the beginning of the year	Superintendent Assistant Superintendent	Local	August 2024-May 2025	100% of staff will have opportunity to participate	
Provide capacity-building professional development opportunities beyond regional services through local training, seminars, and conferences. <ul style="list-style-type: none"> ▪ TEPSA ▪ ATPE ▪ PLC ▪ TCA ▪ Scottish Rite ▪ Mentoring 	SBDM Committee Assistant Superintendent Principal Assistant Principal	Local	Monthly	100% of participants will provide documentation of attendance.	
Require all new substitute teachers to attend Substitute Teacher Training.	Assistant Superintendent Principal	Local	August 2024-May 2025	100% of substitute teachers will participate.	
Provide district/campus new staff orientation and mentoring.	Assistant Superintendent Principal Assistant Principal	Local	August 2024-May 2025	100% of new teachers will participate.	
Continue Data training to provide teachers with immediate, beneficial, and consistent feedback.	Assistant Superintendent Principal Assistant Principal	Local	August 2024-May 2025	100% of teachers will have opportunity to participate and receive feedback	

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, Completion Rate, PEIMS 425 Report and surveys.

Title I School-Wide Components: 1,2, 4, 6, 9, 10

Strategy	Person Responsible	Resources	Timeline	Formative Assessment	Notes
Continue to utilize security system for external doors allowing approved access only (scanned badges); utilize additional set of doors in Intermediate building1 foyer (man trap)	Superintendent Principal Assistant Principal Secretary Teachers	Local	Daily	100% of external doors will be accessible through security system	
Continue exterior door checks	Principal	Local	Weekly	100% of doors will be checked to ensure they are secure and students/staff are safe.	
Continue STOP it Bullying App to allow parents and students the opportunity anonymously report possible bullying incidences	Principal Assistant Principal	Local	Daily	100% of students/parents will have opportunity to participate	
Continue classroom activities to support and enforce health and safety. <ul style="list-style-type: none"> • Voice • STOP it • County Extension Curriculum • Fire Prevention Week • Catch Curriculum – Health/P.E. • Kindness Counts Campaign • Red Ribbon Week/Anti-Bullying Week • Character Education Focus • Standard Response Protocol (SRP) • Suicide Prevention Week • Safe Touch Program • Internet Safety • Tomahawk Talks • SEL Lessons • Mental Health lessons 	Principal Assistant Principal Teachers	Local	Weekly	100% of students will have opportunity to participate	
Continue to address the following in faculty meetings. <ul style="list-style-type: none"> • Discipline Management to Include Physical and Verbal Aggression, Sexual Harassment, and Bullying • Classroom Management & Relationships • Conflict Resolution • Student Code of Conduct • Suicide Prevention • Racial Sensitivity • Poverty 	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of teachers will participate.	

<ul style="list-style-type: none"> ▪ Bullying Prevention ▪ Standard Response Protocol ▪ Safety Plan 					
Ensure each campus has trained Crisis Prevention Intervention team.	Assistant Superintendent Principal SPED director	Special Education Local	August 2024-May 2025	100% of campuses will have trained team.	
Utilize the Raptor Alert System	Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of staff and students will have the opportunity to participate	
<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"> • School-wide Discipline Procedures (Flow Chart) • Positive Reinforcement and Recognition of students making good choices. <ul style="list-style-type: none"> ○ Indian Pride Motto ○ Positive Office Referrals ○ Indian Award/Awards Assemblies ○ Indian Bucks ○ AR Awards ○ Arrow Awards 	Principal Assistant Principal Teachers	Local	August 2024-May 2025	10% decrease in discipline referrals annually	
Utilize random dog searches for illegal substances.	Superintendent	Local	August 2024-May 2025	100% of searches will result in no contraband found	
<p>Implement a character education program to teach and reward good behavior.</p> <ul style="list-style-type: none"> • Character Education Classes • Positive Office Referrals • Voice • County Extension Curriculum • Character Education Assembly 	Principal Assistant Principal Teachers Voice	Local	August 2024-May 2025	10% decrease in discipline referrals each six weeks.	
Participate in Region 7's Internet Safety Course	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of the students will have the opportunity to participate	
<p>Continue to require and provide CPR/First Aid training.</p> <ul style="list-style-type: none"> ▪ Central Office Administrators & Principals ▪ Coaches 	Assistant Superintendent Principal Nurses	Local	August 2024-May 2025	100% of identified groups will participate.	
Utilize Emergency Operations Plan to ensure preparedness in all emergency situations in school community.	Superintendent Maintenance personnel Emergency Operations Team	Local	August 2024-May 2025	100% of staff will be informed of plan and respond appropriately in emergency situations.	
Conduct practice drills for secure lockout, lockdown, evacuate, shelter in place for hazmat, shelter for severe weather , and fire evacuation drill.	Principal Assistant Principal Teachers	Local	August 2024-May 2025	100% of students and staff will participate in practice drills.	
<p>Implement programs to provide positive encouragement, role modeling, and support to designated students:</p> <ul style="list-style-type: none"> • Voice • Counselor Groups 	Principal Assistant Principal Counselor Teachers	Local	Weekly/Monthly	100% of identified students will have the opportunity to participate	
<p>Implement behavioral interventions to ensure all students have the opportunity to be successful in the mainstream classroom:</p> <ul style="list-style-type: none"> • Positive Behavioral Intervention Strategies 	Sped Director Principal Assistant Principal	Local	Daily/Weekly	10% decrease in disciplinary referrals.	

<ul style="list-style-type: none"> • Sensory Room • Social Skills Training • Counseling • Thumbs up Club 	Counselor Teachers				
Implement SEL time each week and reinforce character traits <ul style="list-style-type: none"> • Tomahawk Talk • Counselor's Information 	Assistant Superintendent Principal Assistant Principal Counselor Teachers	Local	Weekly	100% of students will have opportunity to participate	
Create Counselor's section that contains SEL information, character education, and career exploration	Principal Assistant Principal Counselor	Local	August 2024 through May 2025	100% of students will have opportunity to participate	
TEA training for trauma and grief	Assistant Superintendent Principal Assistant Principal Teachers	Local	August 2024 through May 2025	100% of all staff, students, and visitors will have opportunity to participate.	



Changing the World One Student at a Time