

Regular Meeting
Monday, December 9, 2024 5:30 PM

GISD Administrative Board Room
1615 St Lawrence St.
P O Box 157
Gonzales, Texas 78629

Agenda

1. Call to Order
Presenter: Board President
 - 1.A. Roll Call
Presenter: Ross Hendershot, Board President
 - 1.B. Invocation:
Presenter: Justin Schwausch
 - 1.C. Pledge:
Presenter: Ashley Molina
 - 1.D. Mission Statement:
Presenter: Gloria Torres
2. Public Comments
Presenter: Board President
3. Recognitions

Presenter: Amanda Smith, Acting Superintendent and Chief Financial Officer
4. New Business/Action Items
 - 4.A. Consent Agenda

Discuss and Consider Action to approve the Consent Agenda
Presenter: Amanda Smith, Acting Superintendent and Chief Financial Officer
 - 4.A.1. Minutes of Meetings:
Presenter: Amanda Smith, Acting Superintendent and Chief Financial Officer
 - 4.A.2. Budget Amendments:
 - 4.B. Discuss and Consider Action to Approve the Purchase of One Regular Education School Bus and Associated Budget Amendment
Presenter: Gene Kridler, Director of Operations
5. Reports
 - 5.A. Academic Report
Presenter: Dr. Rachelle Ysquierdo, Executive Director of Curriculum and Instruction
 - 5.B. District Improvement Plans and Campus Improvement Plans Progress Report
Presenter: Dr. Rachelle Ysquierdo, Executive Director of Curriculum and Instruction
 - 5.C. Financial Report
Presenter: Amanda Smith, Acting Superintendent and Chief Financial Officer
 - 5.D. 2023 Bond Program Monthly Update
Presenter: Amanda Smith, Acting Superintendent and Chief Financial Officer

- 5.E. Superintendent's Report
- 6. Board Business
 - 6.A. Board Correspondence
 - 6.B. Dates of Interest
- 7. Adjourn to Closed session: Under Texas Government Code Chapter 551, The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The board may conveniently meet in such a closed or executive session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas government code chapter 551:
Presenter: Board President
 - 7.A. Personnel
 - 7.B. Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including Superintendent Transition, Acting Superintendent, Interim Superintendent, and Superintendent Search, pursuant to Tex. Gov't Code 551.074.
 - 7.C. Consultation with legal counsel regarding matters related to Superintendent Transition, pursuant to Tex. Gov't Code 551.071.
- 8. Reconvene to Open Meeting: Consider and take action, if any, resulting from closed session
Presenter: Board President
- 9. Adjourn



Board of Trustees

Ross Hendershot, III
President

Justin Schwausch
Vice President

Josie Smith-Wright
Secretary

Naomi Brown

D'Anna Robinson

Ashley Molina

Gloria Torres

GISD School Board Agenda Information Sheet
December 9, 2024

SUBJECT: Public Comments

RATIONAL SUMMARY:

The next item on the agenda is public comment. Before we begin, I will remind our audience members of the Board's procedures for handling public comments. The public comment portion of our meeting is available to members of the public who wish to address a meeting item on tonight's agenda or other matter pertaining to Gonzales ISD.

Anyone who wants to speak during public comment must sign in before the start of the meeting and list the agenda item they want to discuss. Each public comment speaker will be allowed a maximum of 5 minutes to address the Board. If necessary for effective meeting management, or to accommodate large numbers of individuals wishing to address the Board, we may shorten the time for each individual wishing to present comments. The public comment portion of the meeting will allow all speakers who have signed up before the start of the meeting to address the Board regarding an item on tonight's agenda. Persons requiring a translator will be given additional time.

Please keep your comments or criticisms civil and courteous. Please also avoid using profanity during your opportunity to speak. Last, we ask that you not discuss students who are not your child.

If a speaker is seeking Board resolution of a specific complaint, that concern should be addressed through the District's grievance process. District policy DGBA has been established for addressing employee complaints, policy FNG is the avenue for filing parent complaints, and policy GF address community member complaints. Grievance forms can be obtained at any campus administration office, or in the central administration offices.



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GISD School Board Agenda Information Sheet
December 9, 2024

RECOGNITIONS

RATIONAL SUMMARY: This month, administration would like to recognize the contributions/accomplishments of the following individuals:

Administrator Responsible: Amanda Smith, Acting Superintendent and Chief Financial Officer

- Student Extracurricular Participants
- Student Winners of the Christmas Card Design Contest
- Amanda Sanchez, Human Resources Administrative Assistant, for organizing & executing the Christmas Card Design Contest



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GISD School Board Agenda Information Sheet
December 9, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Consent Agenda

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Acting Superintendent and
Chief Financial Officer

RATIONAL SUMMARY:

A. Meeting Minutes: November 11, 2024-Regular Meeting
November 16, 2024-Special Meeting

B. Budget Amendments:

SUPERINTENDENT'S RECOMMENDATION: APPROVE

MOTION: *I move that the Board approve the consent agenda, as presented.*



LEARNING TODAY,
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Minutes
Monday, November 11, 2024
Regular Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Ross Hendershot, III, President
Justin Schwausch-Vice President
D'Anna Robinson
Ashley Molina
Gloria Torres
Naomi Brown
Josie Smith-Wright

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Monday, November 11, 2024, at the Administrative Office Board Room, Gonzales, Texas. President, Ross Hendershot, III called the meeting to order at 5:30 P.M.

A quorum was declared with 7 members present.

Invocation, Pledge, Mission Statement

Josie Smith-Wright gave the Invocation, Justin Schwausch led the Pledge to the Flag, and Gloria Torres read the Mission Statement.

Item #2: Public Comments: There were two public comments.

Item #3: New Business/Action Items:

A. **Discuss and Consider Action to Approve the Consent Agenda**

1. Budget Amendments-No budget amendments presented
2. Minutes: October 7, 2024-Special Meeting
October 21, 2024-Regular Meeting

Justin Schwausch made a motion, with a second from Josie Smith Wright, to approve the consent agenda, as presented.

The motion carried 7/0.

B. **Discuss and Consider Action to Approve the TASB Board Policy Update 123, affecting GISD Local Policies**

Dr. A presented the local policy update 123.

The The Texas Association of School Boards has provided Gonzales ISD with Policy Update 123. Although (Legal) policies are not adopted by the board, TASB recommends that the board review them. Overview information concerning (Local) proposed policy revisions were included in the board packet (Explanatory Notes, Instruction Sheet, and other materials are provided to the board to explain the changes).

Josie Smith-Wright made a motion, with a second from Gloria Torres, that the board add, revise or delete (Local) policies as offered by TASB Policy Service for consideration and according to the Instruction Sheet for TASB Localized Policy Manual Update 123.

The motion carried 7/0.

C. **Discuss and Consider Action to Approve the Schematic Design for Maintenance Projects as part of the 2023 Bond Program**

Casey Sledge with Sledge Engineering and Michael Martinez with VLK Architects and Wes Robinson with Weaver and Jacobs presented the Schematic Design for Maintenance Projects to the board.

Reminder that there are two primary parts to the 2023 Bond Program. One part is the CTE and AG building and the other being the maintenance projects. This part of the allotment is \$28 million of the \$50.6 million. The primary scope of the Maintenance Projects is to improve:

- **Safety & Security**
- Accessibility
- Infrastructure repairs & improvements
- HVAC replacements & improvements
- Building Envelope (Perimeter of the building)
- Roofing
- Paving

All campuses will receive Safety and Security and Accessibility improvements as top priority. Infrastructure, HVAC, Envelope, Roofing and Paving improvements will be installed at most campuses based on need. VLK has assessed all District buildings and developed Safety & Security Standards for GISD

Safety and Security items for all campuses include: entry vestibule upgrades (3 level safety and security), fencing, security cameras, access card readers, door hardware, door signage, canopies, and first-responder radio upgrades (Emergency Responder Radio Coverage or ERRC).

Notable additional items currently included in the Schematic Design: GHS Kitchen renovation, JHS courtyard sidewalks, GPA Life Skills restrooms, EAC DAEP classrooms, GES & GNA new Playgrounds, OMT Transportation Addition.

Budget:

The 2023 Bond Program Budget already includes the following Maintenance Project items separately from the Schematic Design Scope:

- Roofing: underway @ \$5.3M
- Paving: complete @ \$950K
- 2024 Flooring: complete @ \$350K
- Fencing: underway with grant funding
- Playgrounds GES, GNA: budgeted
- Asbestos Abatement at HS: budgeted
- New Marquee signs all campuses: budgeted
- Design and Soft costs all campuses: budgeted
- ERRC radio coverage all campuses: budgeted

We have \$16M available after the above items. The Schematic Design cost estimates from Weaver & Jacobs are as follows:

- GHS = \$4.9M
- JHS = \$1.4M
- GNA = \$1.5M
- GPA = \$0.9M
- EAC = \$2.1M
- GES = \$1.0M
- OMT = \$1.6M
- Total = \$13.4M; (\$2.6M under the \$16.0M budget)

After Schematic Design approval, we will work with the staff to prioritize the remaining \$2.6M for select District-Wide renovations.

There is no direct cost associated with the approval of this item. This project will be competitively bid by Weaver & Jacobs and brought to the Board for consideration prior to construction.

Justin Schwausch made a motion, with a second from Josie Smith-Wright, to approve the Schematic Design of the Maintenance Projects as part of the 2023 Bond Program.

The motion carried 7/0

D. **Discuss and Consider Action on Possible Resolution/Settlement Agreement in Administrative Hearing Cause No.24-0146-K; Gonzales Independent School District vs. Texas Department of Health & Human Services**

Amanda Smith presented to the board a follow-up to the action item from the August 12, 2024 board meeting. It was related to the 2022 SHARS settlement formal appeals process that was discussed several times.

Following action in August, Walsh Gallegos noticed that HHSC had omitted some previously discussed language from the settlement agreement. Primarily, the final language was determined by legal to be too broad. Additionally, Walsh Gallegos strongly recommends that the agreement include language as to the specific timeframe HHSC has to submit the associated payment to the district-which HHSC had omitted from the first version.

The way it was presented to the board in August didn't allow the administration to amend any language without additional board approval. Walsh Gallegos believes this agreement (which was attached) to be in a final form; however, due to the unprecedented nature of this situation, they recommended the motion language below, which delegates the authority to the superintendent to finalize negotiations, just in case the need arises.

This agreement is valued at approximately \$251,822.04.

Naomi Brown made a motion, with a second from Justin Schwausch move that the Board approve the settlement generally and delegate authority to the Superintendent to finalize negotiations with HHSC on any sections in the best interest of the District including but not limited to any provisions related to the timeframe for issuance of funds from HHSC to the District and further delegate authority to the Superintendent to execute a final agreement in a form approved by legal counsel."

The motion carried 7/0.

Item#4 Reports:

A. **Demographic Report**

Amanda Smith, CFO; Paul Cash, Advisor, Zonda Education

B. **Financial and Quarterly Investment Report**

The Financial was presented by Amanda Smith, CFO.

C. **2023 Bond Program Monthly Update**

ESC Region 13/Sledge Engineering (Casey) provided the board a monthly update for the 2023 approved Bond Program.

\$4 million dollars have been spent which is about 8.1% of the bond fund

CTE/Ag Barn

1. Design Development continues; next round of meetings with staff and teachers November 15th
2. Geotech borings & lab work COMPLETE by Terracon; awaiting report
3. Tracking CDs:
 1. final plans early 2024
 2. bidding to follow
4. Water/Wastewater utility extensions: waiting on City design for line layouts

Maintenance Projects (Weaver and Jacobs)

VLK Schematic Design:

1. Schematic Design to Board for consideration this Agenda
2. Topo survey work at campuses complete
3. Safety Security Standards: complete
4. Next Steps:
 1. prioritize select renovations with remaining funds
 2. Strategize bid packaging/timing

Maintenance Projects-ISD Direct

1. GHS Ag roof: substantially complete
2. GHA Main roof: final TPO installation 50% complete
3. EAC Roof: significant progress this month
4. GNA Roof: substantially complete

Paving Project:

1. Awaiting final billing to close out = under budget

D. Superintendent Reports

Presented by Superintendent, Dr. Elmer Avellaneda
The enrollment@ 2570
Attendance @ 94 1/2%

Item#5 Board Business:

Board Correspondence: No Correspondence

Dates of Interest:

November 12-14, 2024	GNA Thanksgiving Meal
November 15, 2024	GPA Thanksgiving Meal
November 19-21, 2024	GE Thanksgiving Meal
November 25-29, 2024	Student/Staff Holiday
December 9, 2024	Regular Board Meeting

Item #7 Adjourn to Closed Session:

Under Texas Government Section [551.071](#) (Consultation with Attorney), Code Section [551.072](#) (Deliberation Regarding Real Property), [551.73](#) Deliberation Regarding Prospective Gift, Texas Government Code Section [551.074](#), (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee), Texas Government Code Section [551.076](#) (Deliberation regarding implementation of Security, personnel or devices) and Section [551.082](#): School Children; School District Employees; Disciplinary Matter or Complaint, Section [551.083](#): Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group, Section [551.084](#): Investigation; Exclusion of witnesses from a hearing.

The board went into a closed session at 6:43 P.M.

Item #8 Reconvene to Open Meeting:

The Board will take appropriate action on items, if necessary, as discussed in the Closed Session. The board returned to an open session at 9:07 P.M.

Item #9 Adjourn

There being no further business, President Hendershot adjourned the meeting at 9:08 P.M.

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

Minutes
Saturday, November 16, 2024
Special Board Meeting at 5:30 P.M.
Location of Meeting: GISD Administrative Board Room, 1615 St Lawrence St.
Gonzales, Texas 78629

Board Members Present: Ross Hendershot, III, President
Justin Schwausch, Vice President
Josie Smith-Wright, Secretary
D'Anna Robinson
Ashley Molina
Gloria Torres
Naomi Brown

Board Member Absent:

Item #1. Call to Order

The Board of Trustees of the Gonzales Independent School District met Saturday, November 16, 2024, at the Administrative Office Board Room, Gonzales, Texas. President, Ross Hendershot, III called the meeting to order at 5:30 P.M.

A quorum was declared with 7 members present.

Invocation, Pledge, Mission Statement

Josie Smith-Wright gave the Invocation, Justin Schwausch led the Pledge to the Flag, and D'Anna Robinson read the Mission Statement.

Item #2: Public Comments: There were no public comments.

Item #3: Closed Session:

Adjourn to Closed session: Under Texas Government Code Chapter 551, The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The board may conveniently meet in such a closed or executive session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas government code chapter 551. Pursuant to Texas Government Code Sections 551.074 and 551.071, deliberation and consultation with legal counsel regarding:

1. Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including Superintendent, assignment of duties, complaint policies and procedures, and employee absences, pursuant to Texas Government Code 551.074; consultation with legal counsel regarding same, pursuant to Texas Government Code 551.071.

The board went into closed session at 5:32 P.M.

Item #4: Recovene to Open Meeting: The Board will take appropriate action on items, if necessary, as discussed in Closed Session.

The board returned to an open session at 6:12 P.M.

Motion by Josie Smith-Wright, with a second from Naomi Brown, to approve the resignation agreement with Dr. Avellaneda as discussed in closed session. Dr. Avellaneda has informed the board president that he will take personal leave effective December 2 to take care of his family.

Motion carried 7/0

Motion by Josie Smith-Wright, with a second from Naomi Brown, to name Mrs. Amanda Smith as the Acting Superintendent effective December 2, 2024.

Motion carried 7/0

Item #4 Adjourn

There being no further business, President Hendershot adjourned the meeting at 6:13 P.M..

Ross Hendershot, III, President
Board of Trustees

Josie Smith-Wright, Secretary
Board of Trustees

**2024-25 Proposed Budget Revision
General Operating Fund
Regular Board Meeting - December 9, 2024**

	Current Budget	Proposed Amendment	Proposed Revised Budget
REVENUES			
5700 Local Property Taxes	22,627,471		22,627,471
5700 Other Local Sources	1,261,884		1,261,884
5800 State Revenues	6,171,362		6,171,362
5900 Federal Sources	517,148		517,148
TOTAL REVENUES	30,577,865	0	30,577,865
EXPENDITURES			
0011 Instruction	16,286,197		16,286,197
0012 Instructional Resources & Media Services	367,458		367,458
0013 Curriculum & Staff Development	1,150,545		1,150,545
0021 Instructional Leadership	539,481		539,481
0023 School Leadership	2,207,598		2,207,598
0031 Guidance, Counseling, & Evaluation	1,063,942		1,063,942
0032 Social Work Services	155,013		155,013
0033 Health Services	449,601		449,601
0034 Student Transportation	1,650,431		1,650,431
0035 Food Services	15,119		15,119
0036 Co-Curricular/Extra-Curricular Activities	1,306,618		1,306,618
0041 General Administration	2,056,540		2,056,540
0051 Plant Maintenance and Operations	4,418,528		4,418,528
0052 Security & Monitoring Services	1,015,281		1,015,281
0053 Data Processing Services	1,253,761		1,253,761
0061 Community Services	5,700		5,700
0071 Debt Services	793,849		793,849
0081 Facilities Acquisition & Construction	0		0
0091 Contracted Inst Services Btw Public Schools	0		0
0099 Other Intergovernmental Charges	567,300	13,005	580,305
TOTAL EXPENDITURES	35,302,962	13,005	35,315,967
8911 Operational Transfer Out	500		500
NET ACTIVITY	(4,725,597)	(13,005)	(4,738,602)

Notes:

-Increase Function 99 by \$13,005: Gonzales Central Appraisal District adopted budget higher than the estimate used for GISD original budget



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Gloria Torres

Naomi Brown

GISD School Board Agenda Information Sheet
December 9, 2024

ACTION ITEM

SUBJECT: Discuss and Consider Action to Approve the Purchase of One Regular Education School Bus and Associated Budget Amendment

ADMINISTRATOR RESPONSIBLE: Gene Kridler, Executive Director of Operations, Presleigh Zella, Financial Operations Specialist.

RATIONAL SUMMARY: Administration recommends purchasing one regular yellow school bus and the Associated Budget Amendment.

The purchase was planned and allocated for in the original 24-25 budget.

Longhorn Bus Sales
Regular Bus \$159,092.00

*BuyBoard fee included

Due to inflation, the original budget is short \$9,000 from the proposal price. An increase to function 34 is necessary.

SUPERINTENDENT'S RECOMMENDATION: Approve purchase of regular Education bus from Longhorn Bus Sales and the Associated Budget Amendment.

SAMPLE MOTION: *"I move that the board approve the purchase of a regular school bus from Longhorn Bus Sales and Associated Budget Amendment, as presented."*



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Gonzales I.S.D.

Date: November 12, 2024

Body Manufacturer: IC Corp	Model: C3411 CE SCHOOL BUS
Chassis Manufacturer: IC Corp	Model: PB110 (2026)
Capacity: 77 Passengers	Number of units: 1
Price/Unit: \$158,292.00	TOTAL: \$158,292.00

Prices are good 30 days from date of this proposal.

Standard Body Specifications	Chassis Specifications
78" headroom standard 13 rows of 3pt seats with gray upholstery National air suspension driver seat w/ cloth insert, gray Modesty panel under barrier behind driver First aid kit, body fluid clean-up kit, safety triangles, 5lb fire extinguisher & belt cutter 16 ga. steel exterior body side panels Skirt mounted battery box w/slide out tray Full insulation (roof & sides) Full length acoustical ceiling panels Body undercoating, fire resistant 3-piece bonded windshield w/tint & L/R assist handles Windshield wipers, w/automatic headlamp activation Stepwell; preformed NaviFlex coated pebble tread Black rubber flooring w/ aluminum aisle strips School bus yellow paint w/ black rub rails & bumpers White interior paint Rear view mirror inside (6 x 30) w/ visor Rosco mini Hawk-Eye cross over mirrors Rosco rearview mirrors (black, motorized, heated) Warning lights, 8-lamp, LED strobing; black back-ground flasher system, red lights active w/ door open Pre-trip exterior light check LED interior passenger dome lights LED driver dome on separate switch LED step well light State spec LED exterior light package Tail pipe, exits left side through bumper Dash air conditioner w/ integral heater / defroster and automotive style driver controls	Engine: Cummins ISB 6.7 Horsepower: 240 Torque: 560 lb-ft Wheelbase: 276" Transmission: Allison 2500 6sp, 6 th gen. controls Shift control: Stalk shifter, column mounted Alternator: 325 amp Battery system: (3) 12 volt 2850 CCA Brakes: Full air; 5" front, 7" rear Air dryer: Bendix AD-9SI w/heater Front axle: 10,000#, lubricated Rear axle: 21,000#, lubricated Tires: 11R22.5 LRH all-position Wheels: 8.25x22.5 black steel 2-hand hole Fuel tank: 100 gallon between frame rails DEF tank: 16.5 gallon Steering, power: Tilt w/switch controls (4 PGM) Power source: USB A & C in driver storage bin Communication module: OTA programming w/ 5yr data plan and International 360 Fuel/Water separator: Racor 400 series Gauge cluster: Premium 5" LCD color display Air cleaner rest. gauge: Mounted on air cleaner Cruise control Idle mgmt. system Air-ride suspension Warning buzzers Auto. slack adjusters

Longhorn Bus Sales
9100 N. Loop East, Houston, Texas 77029
Phone: (713) 631-9306

Body Options Included	Chassis Options Included	
Collision mitigation; Bendix Wingman Advanced Digital clock in driver area Drivers' area defrost fan (left) Drivers' overhead storage compartment AM/FM/USB Input/Aus. Input/PA system Speakers (8) mounted in light bar Waste container; removable in driver area Handrails; dual height SS each side of entry Entry door (Air), outward opening; full length single panel laminated door panel glass and keyed lock Lock; rear door w/ignition starter interlock White roof Reflective material per state specs Air stop arms; front and rear Specialty roof hatches (2) Four emergency E/E windows, vertical hinge Windows, passenger; laminated tint split sash LED strobe light Monitor, post trip inspection "Child Reminder" Sub floor 5/8" 5-ply plywood sub floor 84,500 BTU rear heater	Bendix 4-channel ABS brakes with electronic stability and automatic traction control Bendix Intellipark electronic parking brake w/interlock Engine exhaust brake Headlamps, halogen w/daytime running lights & automatic twilight controlled. Multi-function rotary switch left of driver black grille with chrome surround Throttle (electronic hand control) Warranty towing: 24 months/Unlimited miles to nearest IC bus dealer	
	<th data-bbox="776 591 1500 634">Additional Aftermarkets and Services</th>	Additional Aftermarkets and Services
	PDI DOT Inspection Lettering (GONZALES I.S.D.) Govern speed set at 65mph Weight Slip Air conditioning 136K BTU (2 bulkheads, 1 mid-shift and drivers dash) Motorola, 2-way radio Angel Trax 10 camera system	

Both body and chassis specifications meet or exceed Texas School Bus Specification # 070-SB-16 for 2018.

Authorized Signature _____

All stock buses are subject to prior sale.

Buy Board fee not included. If purchasing through Buy Board, and additional \$800.00 must be applied to purchase order (fee is per purchase order not per bus). Longhorn Buy Board number 722-23.

Estimated delivery is 60 -180 days from receipt of PO (dependent on whether bus is built or scheduled to build). Longhorn Bus Sales will not be held responsible for material shortages or delays due to the global COVID-19 pandemic or any other reasons outside our control of the represented OEMs (IC Corp) or third-party vendors used to complete a customers' bus equipment. A bus may be delivered without third-party products (i.e., A/C, GPS, two-way radios, camera surveillance, etc.) and will be installed when available. These shortages will not hold up invoicing of payments for delivered goods.

Longhorn Bus Sales
9100 N. Loop East, Houston, Texas 77029
Phone: (713) 631-9306

PB11000, 34 FT. 11 IN., PLUS 9 RR, CAP 77



THIS UNIT CONFORMS TO APPLICABLE FMVSS

THIS UNIT CONFORMS TO APPLICABLE FMVSS

Regular Bus

			Longhorn Bus Sales
			\$159,092
Price	50%		50
Reputation	5%		5
Quality	5%		5
Goods & Services Meet Needs	10%		10
Relationship	20%		20
Long-term Cost to GISD	6%		6
Information Submitted by Vendor as a Response	2%		2
Other Relevant Factor(s)	2%		2
100%			



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Naomi Brown

GISD School Board Agenda Information Sheet
December 9, 2024

REPORT ITEM

SUBJECT: Academic Report

ADMINISTRATOR RESPONSIBLE: Dr. Rachelle Ysquierdo, Executive Director of Curriculum and Instruction

RATIONAL SUMMARY: Administration will present the monthly update on the district's academics.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



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GISD School Board Agenda Information Sheet
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REPORT ITEM

SUBJECT: District Improvement Plans and Campus Improvement Plans Progress Report

ADMINISTRATOR RESPONSIBLE: Rachelle Ysquierdo, Executive Director of Curriculum and Instruction

RATIONAL SUMMARY: The Curriculum and Instruction department will provide the District Improvement Plans and Campus Improvement Plans for review.

ADMINISTRATION'S RECOMMENDATION: N/A

SAMPLE MOTION: None



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Gonzales Independent School District
District Improvement Plan
2024-2025 Goals/Performance Objectives/Strategies



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Goals


Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.







Performance Objective 1: Gonzales ISD will increase Overall RLA Student Performance on STAAR from 68% approaches, 45% Meets, and 15% Masters to 73%, 50%, 20% respectively.

RLA performance on STAAR will increase to the following goals by campus:
Gonzales North Avenue: 79% Approaches, 52% Meets, and 25% Masters
Gonzales Junior High School: 74% Approaches, 50% Meets, and 23% Masters
Gonzales High School: 70% Approaches, 46% Meets, and 15% Masters

HB3 Goal

Evaluation Data Sources: -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025 Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: Develop and execute a literacy plan for grades Prek-5 to include embedded professional development in the Science of Teaching Reading for all instructional staff. High-quality instructional materials (HQIM) will support the implementation process and ensure success among all students. This strategy will assist all students in meeting the challenging state academic standards. (Description 1,8) August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Formative: mClass Dibels/Lectura CLI NWEA Summative: STAAR Reading results mClass Dibels/Lectura CLI NWEA Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as McGraw Hill Study Sync, Lowman Education, and Trail of Breadcrumbs, his strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					


Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.







Performance Objective 2: Gonzales ISD will increase overall Math performance on STAAR from 64% approaches, 32% meets, and 10% master to 70%, 37%, 15%.

Math performance on STAAR will increase to the following goals by campus:
Gonzales North Avenue: 77% Approaches, 46% Meets, and 20% Masters
Gonzales Junior High School: 60% Approaches, 30% Meets, and 15% Masters
Gonzales High School: 70% Approaches, 31% Meets, and 15% Masters

HB3 Goal

Evaluation Data Sources: -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p>August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025</p> <p>Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators</p>				



Strategy 2 Details	Reviews			
Strategy 2: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as STEMScopes, Maneuvering the Middle, and Lowman education, this strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop and execute a math plan for grades Prek-5 to include embedded professional development in hands on, explicit math instruction for all instructional staff. High-quality instructional materials (HQIM) will support the implementation process and ensure success among all students. This strategy will assist all students in meeting the challenging state academic standards. (Description 1,8) August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 3: Gonzales ISD will increase overall Science performance on STAAR from 66% approaches, 32% meets, 19% masters to 71%, 37%, 24% respectively.

Science performance on STAAR will increase to the following goals by campus:
Gonzales North Avenue: 60% Approaches, 35% Meets, and 15% Masters
Gonzales Junior High School: 60% Approaches, 31% Meets, and 15% Masters
Gonzales High School: 92% Approaches, 50% Meets, and 20% Masters

- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025 Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as SAVAAS and STEMScopes, this strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Adjust instructional framework for grades Pre-K-5 to allow for increased time for hands-on, explicit science instruction every day. This instruction will occur alongside math to ensure students master the challenging science state standards. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Create a foundation for STEM education and improve overall performance on benchmark and fifth grade science state assessment. Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.



Performance Objective 4: Gonzales ISD will increase overall Social Studies performance on STAAR from 68% approaches, 35% meets, and 16% to 73%, 40%, 21% respectively.






Social Studies performance on STAAR will increase to the following goals by campus:

Gonzales Junior High School: 55% Approaches, 25% Meets, and 16% Masters

Gonzales High School: 95% Approaches, 60% Meets, and 32% Masters

- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results



Strategy 1 Details	Reviews			
Strategy 1: Develop a district-wide instructional planning and delivery framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025 Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Curriculum Coordinators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction, district-wide AVID implementation, and data-driven instruction. Utilizing resources such as Lowman Education, this strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Executive Director of Curriculum and Secondary Coordinator of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				






Strategy 3 Details	Reviews			
Strategy 3: Adjust instructional framework for grades K-5 to allow for increased time for exploratory and inquiry-based social studies instruction every day. This instruction will occur alongside reading to ensure students master the challenging science state standards. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Build a foundation for civics education to prepare students for the challenges of secondary social studies state standards. Staff Responsible for Monitoring: Director of Student Supports & Strategic Initiatives Elementary Instructional Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 5: Provide professional learning and coaching for effective classroom routines and instructional strategies that will increase the accountability component score by at least 10% points.

Evaluation Data Sources: The district will review the results from the district curriculum-based assessment data and the 2024 STAAR and EOC assessments






Strategy 1 Details	Reviews			
Strategy 1: Provide professional development throughout the year that targets content and instructional needs. Train teachers to teach at the level and rigor of the TEKS or Learning Objectives and offer hands-on applications supporting the teaching and learning process based on students' needs. Strategies will include integrating other content areas and disciplines to facilitate well-rounded instruction. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Classroom Observations District Assessments STAAR/EOC and EOC Retest Staff Responsible for Monitoring: Elementary and Secondary Curriculum Coordinators Director of Student Supports & Strategic Initiatives	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide district coordinators and campus instructional specialists at all campuses with support to improve Tier I instruction and provide targeted professional development based on weaknesses identified on district assessments. August 2024, September 2024, October 2024, November 2024, February 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Formative: increase in student achievement on the following assessments District Assessments MOCK Summative: STAAR Assessments Staff Responsible for Monitoring: District Curriculum Coordinators Executive Director of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				








Strategy 3 Details	Reviews			
Strategy 3: Provide professional development throughout the year that targets content and instructional needs. Train teachers to teach at the level and rigor of the TEKS or Learning Objectives and offer hands-on applications supporting the teaching and learning process based on students' needs. Strategies will include integrating other content areas and disciplines to facilitate well-rounded instruction. August 2024, September 2024, November 2024, January 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: Formative: Classroom Observations DCA Summative: STAAR/EOC Retest Staff Responsible for Monitoring: District Instructional Coordinators Executive Director or Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 6: Gonzales ISD will ensure that 95% of teachers across all grade levels have integrated technology-enhanced learning activities into at least 30% of their curriculum.

Evaluation Data Sources: -Observational Data
-PLC, planning minutes
-Lesson plans



Strategy 1 Details	Reviews			
Strategy 1: Ensure ongoing integration between digital student resources and Skyward Student (SIS) and/or ClassLink (LMS) for student and teacher ease of product access. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Accessibility for students and staff. Staff Responsible for Monitoring: Data Integration Specialist, System Administrator, Technology Director	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop a comprehensive professional development plan, focused on using digital tools to enhance lesson plans. The workshops will be in-person with teachers attending a minimum of 4 workshops during the school year. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increased staff usage of technology as a tool/resource for instruction. Staff Responsible for Monitoring: Instructional Technologist, Curriculum and Instruction Department, Campuses	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Administer a Student Digital Literacy and Engagement Survey twice a year to measure the effectiveness of technology integration in the classroom. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increased self-serve options, decreased demand for tech support Staff Responsible for Monitoring: Systems Administrator, Technology Director	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Increase customer satisfaction by improving response time to tickets through reorganization of technology department workflow. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Improved response time, customer service, and process alignment Staff Responsible for Monitoring: Campus Technician Lead, Director of Technology	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: Gonzales ISD will focus on enhancing student learning through the work provided to students.

Performance Objective 7: Implement tracking systems to monitor individual students' progress and schedule accelerated instruction and interventions that will support the improvement of students' progress by increasing the component score by at least 10% points.

Evaluation Data Sources: The district will review the results from the district curriculum-based assessment data and the 2024 STAAR and EOC assessments.

Strategy 1 Details	Reviews			
Strategy 1: Provide intervention time at each campuses. The focus is on increasing the use of high-quality instructional materials and pedagogical practices within intervention courses. By doing so, campus instructional specialists will work with teachers to develop effective Accelerated Learning intervention plans for students who are at risk for academic failure. (Description 1) August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Classroom Observations District Assessments mClass STAAR/EOC CLI EOY Reports Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction District Instructional Coordinators Director of Student Supports & Strategic Initiatives	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: The district will offer intervention services during After School Centers of Education and Apache Academy. All STAARs will provide academic assistance in reading, mathematics, science, social studies, writing, and college and career readiness. To address HB1416, accelerated instruction will be provided for all students not meeting the minimum standard on state assessments. These supplemental instructional opportunities can be provided by enrichment classes and other methods during the school year and/or during summer school programs. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: -Close achievement gaps -Provide enrichment -Family engagement -College, Career, Military, Readiness Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify









Discontinue

Goal 2: Gonzales ISD will provide equitable instructional services for student success.

Performance Objective 1: Gonzales ISD will increase Emergent Bilingual student performance:
By June 2025, the percentage of Emergent Bilingual students making at least one English proficiency level progress on TELPAS.
By June 2025, bilingual students will gain at least 5% in Lectura/DIBELS.

Evaluation Data Sources: The district will review the results from the district curriculum-based assessment data, 2024 TELPAS data, the 2024 STAAR and EOC results and the CBE passing rate.

Strategy 1 Details		Reviews			
Strategy 1: Implement bilingual (transitional) programs with fidelity at all elementary campuses to achieve the program goals, including providing training, instructional materials, instructional strategies, and monitoring implementation to assist Emerging Bilingual students, including Gifted and Talented and Special Education students, in meeting the challenging state language and academic standards. July 2024, August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of EB and non-EB students on district assessments Improve language acquisition of EB and non-EB students on mClass assessments Transitional bilingual program students will continue to build a first language foundation while improving their second language acquisition STAAR Results for 3-5 grade TELPAS progress mClass EOY reports in both languages NWEA Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Bilingual Coordinator Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 2 Details	Reviews			
Strategy 2: Provide supplemental language programs, professional development, and resources to support language acquisition and academic development of Emergent Bilinguals, including Gifted and Talented and Special Education, to meet the challenging state academic standards. July 2024, August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025. Strategy's Expected Result/Impact: Improve overall performance of EB students on district assessments Student usage reports STAAR results TELPAS progress Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Bilingual Coordinator Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div></div>				

Goal 2: Gonzales ISD will provide equitable instructional services for student success.

Performance Objective 2: Gonzales ISD will provide equitable services to meet the needs of students in special programs and increase the performance of students receiving special education services.

By June 2025, 42% (an increase from 33%) of Special Education students in grades 3-8 will at least approach grade-level standards on the 2024 STAAR for RLA.


By June 2025, 42% (an increase from 33%) of Special Education students in grades 3-8 will at least approach grade-level standards on the 2024 STAAR for Math.








By June 2025, 30% (an increase from 19%) of Special Education students in grades 3-8 will at least approach grade-level standards on the 2024 STAAR assessments for Science and Social Studies.

By June 2025, at least 50% of Special Education students (combined) will approach grade-level standards on the 2024 STAAR for English I, II, Algebra I, US History, and Biology.

By June 2025, at least 95% of Special Education students will obtain a minimum of satisfactory on all STAAR Alternate assessments.

- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Utilizing Special Education Data aligned instructional delivery framework for students of special populations and implementing a district-wide model in increasing instructional practices at all campuses, including providing training, materials, strategies for instruction, and monitoring the implementation of the student's individualized education plan in increasing student performance by mastering their IEP goals with the grade-level academic standards. (Description 1) September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Shared understanding of student and staff expectations for instructional delivery designed to meet the needs of all students Staff Responsible for Monitoring: Special Programs, Curriculum and Instruction, Campus Instructional Leaders Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Gonzales ISD will utilize professional organization caseload recommendations and provide training and coaching opportunities to identify student strengths and weaknesses in their present levels of academic and functional performance (PLAAFP) for students receiving special education. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Staffing ratios reflect caseload recommendations Staff Responsible for Monitoring: Special Populations, Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Students with dyslexia will be identified and evaluated in a timely manner. Accommodations and systematic instruction aligned to the requirements of the Texas Dyslexia Handbook will be provided. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Meeting the needs of all students Staff Responsible for Monitoring: Special Programs	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed-upon accommodations to ensure ADA compliance for all students with disabilities. The district will establish procedures for child find, referrals, and evaluations. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Meeting the needs of all students Staff Responsible for Monitoring: Special Programs	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

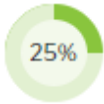
Goal 2: Gonzales ISD will provide equitable instructional services for student success.







Performance Objective 3: By improving the number of special education students graduating "IEP Complete and Workforce Ready," the percentage of high school graduates who receive special services achieving College, Career, and Military Readiness (CCMR) criteria by 10%, we can increase the percentage of high school graduates who receive special services.

Data: 2021= 6%, 2022= 13%, 2023= 0% and 2024= 0%.

HB3 Goal







- Evaluation Data Sources:** Student Information System (SIS) for career plans
CCMR data from Texas Education Agency (TEA)
IEP completion data
TSI and higher education enrollment reports
Special Education RDA reports
CTE Department Support Interest Survey results (Region 20 Co-op feedback and training)
Graduation Type codes reports

Strategy 1 Details	Reviews			
Strategy 1: Strengthen Transition Planning for Special Education Students August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increase in special education students graduating "IEP Complete and Workforce Ready" through enhanced transition planning services that focuses on career development, vocational skills, and postsecondary readiness. Staff Responsible for Monitoring: Special Education Coordinators, Transition Specialists, CTE Instructors, IEP Case Managers, Multi-Tiered System of Support (MTSS) Specialist Results Driven Accountability - Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Early Career Planning and Integration with SIS August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: All students, including those in special education and junior high, will have parent signed 4-year career plans inputted into the district's SIS. This will lead to better alignment of course selections with career and postsecondary goals. Staff Responsible for Monitoring: Guidance Counselors (JH & HS), SIS District Administrator, CTE Coordinator, Multi-Tiered System of Support (MTSS) Specialist, Campus Principal Results Driven Accountability - Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Build Partnerships with Local Businesses and Community Programs August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: By collaborating with local businesses, vocational rehabilitation services, and community organizations, students will gain access to internships, job placements, and work-based learning opportunities. This will increase the number of students graduating "workforce ready" by providing hands-on experience in real work environments. Staff Responsible for Monitoring: CTE Coordinator, Guidance Counselors, Career Prep & Practicum Teacher (Local Business Liaison) Results Driven Accountability - Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Gonzales ISD will provide equitable instructional services for student success.



Performance Objective 4: Gonzales ISD will work with Region 13 Migrant Education Program and the Shared Service Arrangement (SSA) contact and utilize a system such as MTSS: Multi-Tiered System of Support to assess the specific academic needs of Priority for Service (PFS) migratory students and address each need with targeted instructional and support services.






Strategy 1 Details	Reviews			
Strategy 1: Perform monthly progress monitoring checks for Priority for Service for Migratory students. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: This will be retained locally at Gonzales ISD and available upon request. Priority for Services (PFS) Spreadsheet, email communication Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative Migrant Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: 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 TX-NGS Priority for Service (PFS) reports. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Monitor migrant students Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative Migrant Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales ISD will recruit, develop, and retain high-quality staff.

Performance Objective 1: Develop innovative recruiting and retention strategies to attract and retain highly qualified candidates at Gonzales ISD.

Evaluation Data Sources: -TAPR







Strategy 1 Details	Reviews			
Strategy 1: Through the Gonzales ISD Mentor Program, mentor support is provided to inexperienced and out-of-field first-year and second-year teachers. (Description 2) August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Training certificate for participants Sign-in sheets Program agendas Mentor results from observations Teacher survey New teacher survey results and post-needs assessment Teacher retention rates Program Evaluation Staff Responsible for Monitoring: Human Resources Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide leadership training for district administrators to improve instructional practices and develop a positive school culture and climate for all teachers, including inexperienced or out-of-field teachers. (Description 2) (This includes attending trainings and conferences to support building leadership capacity.) August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Classroom Visits T-P ESS Accountability Review Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Provide professional development to support campus administrators in building and maintaining highly effective staff by implementing and conducting learning walks on each campus. (Provide mentorship for all campus principals to support attaining campus goals and objectives.) September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Tracking teacher performance on T-TESS Monthly walkthroughs Teacher T-TESS results Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales ISD will recruit, develop, and retain high-quality staff.








Performance Objective 2: Develop "Grow Your Own" Programs within Gonzales ISD to increase internal candidates from within the district and community.

- Evaluation Data Sources:** -Program participation
-Program development and implementation

Strategy 1 Details	Reviews			
Strategy 1: Provide a program supporting the paraprofessional transition to a locally certified classroom teacher. August 2024, September 2024, November 2024, December 2024, January 2025, February 2025, May 2025, June 2025, July 2025 Strategy's Expected Result/Impact: -Increase internal teaching candidates Staff Responsible for Monitoring: Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: To enhance the paraprofessional certification process, an alternate plan involves several key components. Instructional paraprofessionals can attend professional development sessions alongside classroom teachers, fostering a collaborative learning environment. Additionally, we will provide paraprofessionals with targeted training and resources to support their work with teachers and students. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Training plan for all paraprofessionals as required under NCLB/ESSA Observations Sign-in sheets Certificates Data reports generated from Eduphoria Staff Responsible for Monitoring: Director of Human Resource	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.

Performance Objective 1: Gonzales ISD will provide a safe and secure learning environment for students as measured by the Texas safety Audit reports and the federal safe school report

Strategy 1 Details	Reviews			
Strategy 1: Develop and implement appropriate cybersecurity safeguards to ensure the delivery of critical services. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increased awareness of cybersecurity measures Staff Responsible for Monitoring: Technology Department	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop a calendar for cybersecurity training, reminder emails, and processes and procedures for reporting incidents. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Proactive support for cybersecurity training and incidents. Staff Responsible for Monitoring: Technology Department	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Monitor all safety checkpoints included on the annual safety audit report to ensure compliance with processes and procedures on all district and campus facilities. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increased security across campuses Staff Responsible for Monitoring: Technology Department, Operations Department, Campuses	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				




Goal 4: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.









Performance Objective 2: Expand awareness and prevention efforts regarding safety and security.

Evaluation Data Sources: -Survey Analytics

-Audits

--Trends

Strategy 1 Details	Reviews			
Strategy 1: Utilize student leaders to organize opportunities for students to use their voices and work collaboratively to build awareness, prevention, and a culture of supporting one another. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Awareness, prevention, and a culture of supporting one another Staff Responsible for Monitoring: Communications, Safety and Security, and Marketing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Refine threat assessment procedures by putting procedures in place and practicing threat protocols to ensure staff and students know how to respond to district threats. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Processes, protocols, awareness of threat response/action Staff Responsible for Monitoring: Communications, Safety and Security, Director of Operations	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Improve awareness, prevention, and response to safety and security threats by training staff annually. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Processes, protocols, awareness of threat response/action Staff Responsible for Monitoring: Communications, Safety and Security, Director of Operations	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Implement a district wide reporting system (Anonymous Alerts): bullying prevention, social emotional learning, and suicide prevention. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increased response to mental health and safety concerns. Staff Responsible for Monitoring: Director Strategic Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Gonzales ISD provides yearly training on sexual harassment and reporting requirements for staff. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increase the awareness of how to report sexual harassment as defined by Title IX. Staff Responsible for Monitoring: Chief of Communications and Safety and Security	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.

Performance Objective 3: Develop and sustain effective structures for communication and ongoing engagement of students, staff, families, and the community




Evaluation Data Sources: Website Analytics

-Promotional Analytics

-Internal/External Surveys

-Social Media Platform Data

-Email Analytics

Strategy 1 Details	Reviews			
Strategy 1: Education of stakeholders on academic student expectations through content specific family engagement nights at least two times per semester. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Gonzales ISD will offer an after-school program that will provide support through workshops and training that will be engaging and informative for parents, families, and community members and can positively impact student learning and overall growth. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Parents will attend sessions throughout the year Staff Responsible for Monitoring: Director of the ACE program	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Establish an update website for the district and schools. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: The website will be designed to help keep community members and staff informed of what is happening in the district. Staff Responsible for Monitoring: Communications	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished





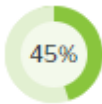




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Goal 5: Gonzales ISD will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.







Performance Objective 1: Gonzales ISD will hold annual meetings with budget managers and other stakeholders.

Strategy 1 Details	Reviews			
Strategy 1: Assemble a group of budget managers to review the budgeting process and provide feedback on resource alignment. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Improved communication between departments. Aligned expectations for budget development and resource management. Staff Responsible for Monitoring: Chief Financial Officer	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop a process for School Board feedback for budget development process. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Evaluation of budget development, improved practices based on feedback Staff Responsible for Monitoring: Chief Financial Officer	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: To increase program effectiveness, eliminate duplication, and reduce fragmentation of instructional programs, the district will coordinate federal (TI, TII, TIII, TIV), state (SCE, SAMP), and local funds to provide appropriate programs, instruction, and services to all students while maximizing the impact of available resources. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Fiscal Compliance Staff Responsible for Monitoring: Director of Student Supports and Strategic Initiative	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 5: Gonzales ISD will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

Performance Objective 2: Gonzales ISD will incorporate a link to the strategic priorities for FTE and project funding requests.

Evaluation Data Sources: Staffing alignment to strategic priorities.

Strategy 1 Details	Reviews			
Strategy 1: Revise the staffing request form to incorporate a link to the strategic priorities. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Documentation of link between staffing and strategic priorities. Staff Responsible for Monitoring: Director of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Revise the One Time Funding form to incorporate a link to the strategic priorities. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Documentation of link between additional funding requests and strategic priorities. Staff Responsible for Monitoring: Chief Financial Officer	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Gonzales Independent School District
Gonzales Primary Academy
2024-2025 Goals/Performance Objectives/Strategies



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Goals 3

Goal 1: Students will grow in phonemic awareness by 90% through EOY Circle. Students will grow in Rapid Letter Naming to 90% by EOY Circle. Students will grow in Rapid Vocabulary Naming to 90% by EOY Circle. Students will grow in Math to 90% by EOY Circle. 3

Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning. 5

Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees. 10

Goal 4: Increase parent engagement to foster a strong community connection to GPA. 15






Goal 5: Elevate social-emotional learning by implementing intentional and targeted daily instruction that engages students and fosters their development. 18

Goals

Goal 1: Students will grow in phonemic awareness by 90% through EOY Circle.
Students will grow in Rapid Letter Naming to 90% by EOY Circle.
Students will grow in Rapid Vocabulary Naming to 90% by EOY Circle.
Students will grow in Math to 90% by EOY Circle.

Performance Objective 1: Academic growth of all GPA students will be tracked and measured based off of BOY, MOY, and EOY circle assessment






Evaluation Data Sources: Circle data, work products, student conferences

Strategy 1 Details	Reviews			
Strategy 1: Teachers will meet weekly in PLC to discuss student progress and growth Strategy's Expected Result/Impact: A data-driven environment where teachers collaborate to establish adequate growth through rigorous instruction and collaboration Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: Students will grow in phonemic awareness by 90% through EOY Circle.
Students will grow in Rapid Letter Naming to 90% by EOY Circle.
Students will grow in Rapid Vocabulary Naming to 90% by EOY Circle.
Students will grow in Math to 90% by EOY Circle.

Performance Objective 2: The principal, attendance clerk, and registrar will monitor daily attendance to ensure all students are accounted for.

Evaluation Data Sources: Attendance reports, 100% club rewards, and teacher feedback.

Strategy 1 Details	Reviews			
Strategy 1: The attendance clerk, registrar and principal will meet once a week to discuss attendance percentages. Strategy's Expected Result/Impact: Increased attendance and therefore improved scores for CIRCLE assessment. Staff Responsible for Monitoring: Principal, attendance clerk, and registrar	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.






Performance Objective 1: The principal will conduct weekly PLCs to ensure purposeful and rigorous lesson plans, centers, activities, and enrichment experiences promote independent learning.

Evaluation Data Sources: Ready to Advance materials, sign In sheet, agendas, minutes from the training, lesson plans; pre-kindergarten guidelines, and centers activities.

Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 2: Purposeful learning centers and activities will be designed to encourage independent learning.

Evaluation Data Sources: Walk throughs, lesson plans, and student engagement.

Strategy 1 Details	Reviews			
Strategy 1: Math and Linguistic centers will be aligned with state guidelines. Centers will offer students the opportunity to choose participation in Pre-k levels. Strategy's Expected Result/Impact: Students will build aligned skills in Math and Reading as associated with the guidelines. Staff Responsible for Monitoring: Principal and teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 3: Data collected from the Beginning of the Year, Middle of Year, and End of Year assessment Circle will be used to guide instruction.






Evaluation Data Sources: Circle assessment, lesson plans, small group instruction and walkthroughs feedback.

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with parents on effective ways to support students accademically by providing materials to use at home. Strategy's Expected Result/Impact: Students reading levels will increase or letter mastery will increase appropriately throughout the year. Staff Responsible for Monitoring: Principal and teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
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<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 4: Pre-K teachers will meet with kindergarten teachers will meet at least twice a year to ensure the two grade levels are aligned.






Evaluation Data Sources: Agenda, PD schedule, and sign in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Pre-Kindergarten teachers will meet with Kindergarten teachers to review and discuss expectations and depth of curriculum taught. Strategy's Expected Result/Impact: Teachers will have the opportunity to engage in meaningful discussions about the essential rigor for achieving success in Kindergarten by gaining a deeper understanding of early elementary expectations. Staff Responsible for Monitoring: Principal and teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 5: Campus communication will be provided in both English and Spanish.






Evaluation Data Sources: ClassDojo messages, social media posts, videos, and monthly newsletters.

Strategy 1 Details	Reviews			
Strategy 1: To ensure clear communication and inclusivity, all correspondence sent home or available on the campus website, as well as posts on social media and ClassDojo, will be provided in both English and Spanish. This commitment reflects our dedication to keeping all families informed and engaged. Strategy's Expected Result/Impact: Communication with parents will be done in the language understood and used in community households. Staff Responsible for Monitoring: Principal and teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.

Performance Objective 1: Provide staff with the opportunity to participate in out-of-district visits to other campuses to observe high-quality instruction.






Evaluation Data Sources: School visits and walkthroughs

Strategy 1 Details	Reviews			
Strategy 1: Staff will have the opportunity to visit a neighboring district to learn new practices. Strategy's Expected Result/Impact: Exchange of idea and collaboration of new ideas. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.

Performance Objective 2: All teachers will be formally assessed through T-TESS.

Evaluation Data Sources: Classroom observations, walk throughs, goal setting meetings

Strategy 1 Details	Reviews			
Strategy 1: Train teachers on T-TESS and TIA to increase knowledge of expectations. Strategy's Expected Result/Impact: Increase awareness of evaluation tools Staff Responsible for Monitoring: Principal and HR TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.

Performance Objective 3: Invite district leaders to observe, support, and provide feedback to staff to improve instruction delivery and management of students.

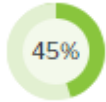




Evaluation Data Sources: Evaluations, agendas, sign-in sheets, end of year assessment, and PD schedule.

Strategy 1 Details	Reviews			
Strategy 1: C&I and other district leaders train and provide feedback to staff members at least once a semester. Strategy's Expected Result/Impact: Delivery of instruction will increase.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>45%</div>			
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.






Performance Objective 4: Offer professional development opportunities for staff members both within the district and outside of it.

Evaluation Data Sources: PD schedule, budget lines, certificates

Strategy 1 Details	Reviews			
Strategy 1: Staff development will be encourage to attend PD within and outside of Gonzales ISD. Strategy's Expected Result/Impact: Increase pedagogy and exchange of ideas Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.








Performance Objective 5: Continue to extend appreciation and recognition to staff through: hand written notes, morning announcements, monthly faculty meetings, newsletter recognition and golden arrow winners.

Strategy 1 Details	Reviews			
Strategy 1: Administrator will promote monthly morale boosters Strategy's Expected Result/Impact: promote a positive working environment conducive to GPA success Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Increase parent engagement to foster a strong community connection to GPA.

Performance Objective 1: Host at least one monthly event for parents and caregivers to connect with other parents, invite their feedback, and engage in their child's learning.








Evaluation Data Sources: Social media posts, ClassDojo messages, newsletters, flyers, videos, and parent feedback.

Strategy 1 Details	Reviews			
Strategy 1: Create a year at a glance to increase parent awareness of events. Strategy's Expected Result/Impact: Increase parent engagement by equipping parents with information Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Increase parent engagement to foster a strong community connection to GPA.

Performance Objective 2: Enhance and deepen our collaborative partnerships with local organizations and community leaders for greater impact.






Evaluation Data Sources: monthly partnership visits (library and Anchor Club), special events (safety week with GP, Gonzales FD, sheriff department, etc), enrichment field trips, Math Night HEB, and other partnerships.

Strategy 1 Details	Reviews			
Strategy 1: We are actively engaging with local community leaders to create impactful opportunities that enrich our students' learning experiences. Strategy's Expected Result/Impact: Increase parent, student, and community engagement. Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Increase parent engagement to foster a strong community connection to GPA.

Performance Objective 3: Enhance our social media presence to actively engage parents in their children's learning.

Evaluation Data Sources: Facebook data (shares, views, and likes)

Strategy 1 Details	Reviews			
Strategy 1: Posting at least once a week on our social media. Strategy's Expected Result/Impact: Increase in parent engagement. Staff Responsible for Monitoring: Principal and Kamii Ramos	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: Elevate social-emotional learning by implementing intentional and targeted daily instruction that engages students and fosters their development.

Performance Objective 1: Staff will implement Character Strong curriculum, Little Spots, refer to Ready to Advance, and de-escalation strategies to help students with emotional outbursts.

Evaluation Data Sources: a decrease in duration and frequency of outbursts, decrease in students being remove from classrooms, data collected by behavior co-teacher, and teachers' observations.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize time allocated in the master schedule to teach social emotional curriculum to students using the resources provided. Strategy's Expected Result/Impact: Decrease in student outbursts therefore increase self regulating strategies. Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>45%</div>			
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 5: Elevate social-emotional learning by implementing intentional and targeted daily instruction that engages students and fosters their development.

Performance Objective 2: Direct teaching of social emotional learning that include daily lesson on identification of emotions, conflict resolution, and classroom expectations.

Evaluation Data Sources: Administrative walkthroughs, lesson plans, weekly Apache Way Winners, and duration and frequency of emotional outbursts.

Strategy 1 Details	Reviews			
Strategy 1: Provide students with tools necessary to increase social emotional awareness. Strategy's Expected Result/Impact: Increase in self regulating strategies and decrease in number and frequency of outbursts. Staff Responsible for Monitoring: Principal, teacher, and behavior co-teacher	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>55%</div>			
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Gonzales Independent School District
Gonzales Elementary
2024-2025 Goals/Performance Objectives/Strategies



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Goal 2: Gonzales Elementary will provide equitable instructional services for student success. 8

Goal 3: Gonzales Elementary will attract, develop, and retain highly effective staff. 10



Goal 4: Gonzales Elementary will build effective communication both internally and externally. 13







Goals

Goal 1: Gonzales Elementary will focus on enhancing student learning through the work provided to students.

Performance Objective 1: Gonzales Elementary will increase the number of students who meet the overall Reading growth projection on NWEA MAP growth from 42% to 47%.

Evaluation Data Sources: NWEA MAP test Reading





Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize the district-wide instructional planning and delivery framework to create lessons that include clear and aligned learning targets, strategies, and success criteria with aligned formative assessments. Strategy's Expected Result/Impact: Improve overall performance of Tier I instruction to improve both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will be provided monthly MTSS meetings to discuss student performance and progress, students at risk of not meeting the expected standards, and determine students' individual instructional needs to implement targeted intervention. Strategy's Expected Result/Impact: Improve overall performance of Tier II and III students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 3 Details		Reviews			
Strategy 3: Facilitate the implementation of fidelity of the utilization of best instructional practices through weekly PLC meetings, professional development, modeling, and coaching rounds for all teachers to support students in meeting state academic standards. Strategy's Expected Result/Impact: Improve overall performance of Tier I instruction to improve both formal and informal campus assessment data Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Utilize intervention time built into the daily schedule to provide targeted intervention and accelerated instruction for a well rounded education that targets sub-populations and individual students. Strategy's Expected Result/Impact: Improve overall performance of Tier II and III students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Goal 1: Gonzales Elementary will focus on enhancing student learning through the work provided to students.

Performance Objective 2: Gonzales Elementary will increase the number of students who meet the overall Math growth projection on NWEA MAP from 48% to 53% .

Evaluation Data Sources: NWEA MAP test Math


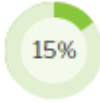




Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize the district-wide instructional planning and delivery framework to create lessons that include clear and aligned learning targets, strategies, and success criteria with aligned formative assessments. Strategy's Expected Result/Impact: Improve overall performance of Tier I instruction to improve both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
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	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Facilitate the implementation of fidelity of the utilization of best instructional practices through weekly PLC meetings, professional development, modeling, and coaching rounds for all teachers to support students in meeting state academic standards. Strategy's Expected Result/Impact: Improve overall performance of Tier I instruction to improve both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
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	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Gonzales Elementary will focus on enhancing student learning through the work provided to students.

Performance Objective 3: Gonzales Elementary will ensure that 95% of teachers have integrated technology-enhanced learning activities into at least 30% of their curriculum.

- Evaluation Data Sources:** -observational data
-PLC
-Lesson plans







Strategy 1 Details	Reviews			
Strategy 1: Utilize adaptive computer programs that provide personalized instruction tailored to each student's specific needs Strategy's Expected Result/Impact: Improve overall performance of all students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Integrate interactive activities on the Promethean Boards Strategy's Expected Result/Impact: Increase engagement and improve overall performance of all students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Gonzales Elementary will provide equitable instructional services for student success.

Performance Objective 1: Gonzales Elementary School will increase Emergent Bilingual student performance.

The percentage of students who progress at least one proficiency level on TELPAS will increase from 31% to 36% on TELPAS.


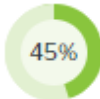




Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Conduct quarterly data meetings with a focus on sub-populations and student performance Strategy's Expected Result/Impact: Increased performance on TELPAS Staff Responsible for Monitoring: Associate principal and LPAC members Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide EB students with content and/or linguistic support through targeted ESL support staff scheduling Strategy's Expected Result/Impact: Increased performance on TELPAS Staff Responsible for Monitoring: Associate principal and LPAC members Title I: 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Gonzales Elementary will provide equitable instructional services for student success.

Performance Objective 2: Gonzales Elementary will train 100% of staff on the implementation of the district MTSS process to ensure equitable services are provided to meet the needs of students.


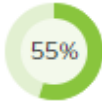
Evaluation Data Sources: Meeting Agenda and Notes
Meeting Sign In Sheets






Strategy 1 Details	Reviews			
Strategy 1: Gonzales Elementary will hold monthly meetings to support teachers in the implementation process of the district MTSS process to ensure equitable services are provided to meet the needs of students. Strategy's Expected Result/Impact: Identifying appropriate Tier 2 and Tier 3 students to support growth Staff Responsible for Monitoring: Administration Instructional coach MTSS team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Gonzales Elementary will support teachers in identifying targeted interventions as aligned with district MTSS process to ensure equitable services are provided to meet the needs of students. Strategy's Expected Result/Impact: Utilizing targeted interventions to meet student needs Staff Responsible for Monitoring: Administration Instructional coach MTSS team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales Elementary will attract, develop, and retain highly effective staff.

Performance Objective 1: By June 2025, 70% of teachers will be proficient based on TTESS.

Evaluation Data Sources: TTESS







Strategy 1 Details	Reviews			
Strategy 1: Provide each new teacher (less than 3 years experience) with a campus mentor, staff development, observations with feedback, and coaching. Strategy's Expected Result/Impact: Increase new teacher retention and build new teacher capacity Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide professional development, including PLC and coaching, for each grade level teacher based on campus needs Strategy's Expected Result/Impact: Increase teacher retention and build teacher capacity Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Conduct quarterly observations with feedback for every grade level teacher Strategy's Expected Result/Impact: Increase teacher proficiency and build teacher capacity Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales Elementary will attract, develop, and retain highly effective staff.

Performance Objective 2: By June 2025, Gonzales Elementary will retain 85% of teaching staff.

Evaluation Data Sources: Contracts

Strategy 1 Details		Reviews			
Strategy 1: Distribute quarterly surveys to teachers on school climate and culture Strategy's Expected Result/Impact: To improve school culture to increase teacher retention Staff Responsible for Monitoring: Administration Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Providing positive feedback to staff in weekly staff newsletter and through individual recognition notes Strategy's Expected Result/Impact: To improve school culture to increase teacher retention Staff Responsible for Monitoring: Administration Instructional Coach Counselor Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

Goal 4: Gonzales Elementary will build effective communication both internally and externally.

Performance Objective 1: 100% of grade level teachers will have communication with parents.



Evaluation Data Sources: Remind app








Strategy 1 Details	Reviews			
Strategy 1: Utilize Remind app to communicate with parents as a two-way correspondence method Strategy's Expected Result/Impact: Increased parent communication Staff Responsible for Monitoring: Administration Title I: 4.2	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>75%</div>			
Strategy 2 Details	Reviews			
Strategy 2: Conduct one parent conference per semester Strategy's Expected Result/Impact: Increased parent communication Staff Responsible for Monitoring: Administration Title I: 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>95%</div>			
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 4: Gonzales Elementary will build effective communication both internally and externally.

Performance Objective 2: In May 2025, 80% of staff will feel satisfied with campus communication.

Evaluation Data Sources: Survey responses

Strategy 1 Details	Reviews			
Strategy 1: Provide weekly staff newsletters Strategy's Expected Result/Impact: Increase internal campus communication Staff Responsible for Monitoring: Administration Instructional Coach Counselor Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Conduct monthly team leadership meetings Strategy's Expected Result/Impact: Increase internal campus communication Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Utilize Remind with two-way communication from administration to teachers Strategy's Expected Result/Impact: Increased internal campus communication Staff Responsible for Monitoring: Administration Instructional Coach Counselor Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Gonzales Independent School District
Gonzales North Avenue
2024-2025 Goals/Performance Objectives/Strategies



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Goals

Goal 1: Gonzales North Avenue will focus on enhancing student learning through the work provided to students.



Performance Objective 1: By June 2025, student performance on STAAR RLA scores will increase from 76% to 78% in Approaches, 50% to 53% in Meets, and 21% to 25% in Masters.






Strategy 1 Details	Reviews			
Strategy 1: Facilitate continuous monitoring of data through the utilization of the progress monitoring form, quarterly data talks with staff, the implementation of student data binders, and setting goals with students after each local assessment to monitor student academic growth by grade level and sub pops. October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: Teachers will have greater knowledge of the high rigor expectations of TEKS in the YAG. Students will be learning at a higher rigor in the classroom, and more academic discourse will be evident in the classroom. Student scores in all assessments taken throughout the school year will reflect this. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Facilitate the implementation and fidelity of utilizing the District Curriculum through planning sessions at the campus and district levels, data analysis, PLCs, and inquiry-based learning to support all students in meeting the challenging State academic standards. All teachers will meet weekly in PLC to analyze student reading data and classroom instruction and collaborate to improve instructional delivery and student results for all students. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: Teachers will continue to grow professionally through constructive conversations with peers, instructional coaches and administrators, growing their depth and knowledge of classroom instruction and strategies used in the classroom. Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Provide a universal reading screener for 3rd - 5th grade students to give targeted, individualized support to each student, including those identified as at-risk and those who need higher level enrichment in reading. We will monitor and assess student performance monthly. Strategy's Expected Result/Impact: NWEA District Assessments Unit Assessments Formative Assessments Staff Responsible for Monitoring: Campus Administrators Teachers TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Gonzales North Avenue will focus on enhancing student learning through the work provided to students.







Performance Objective 2: By June 2025, student performance on STAAR Math scores will increase from 76% to 78% in Approaches, 45% to 48% in Meets, and 15% to 18% in Masters.

Strategy 1 Details	Reviews			
Strategy 1: Provide job-embedded professional development through the utilization of district and campus instructional specialists, campus interventionists, and district math coordinators through power planning guidance, modeling, and providing teacher feedback on Guided Math. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: District Assessments Observations and Walkthroughs Coaching Cycles Staff Responsible for Monitoring: Campus Administrator Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize intervention time to provide interventions, enrichment, and accelerated instruction for at-risk students on math skills, accelerated learning, and after-school tutorials for a "well-rounded" education that targets sub-populations (Economically disadvantaged, Special Education, English Learners, Gifted and Talented, and White population, etc) and individual students.) August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: District Assessments Observations Coaching Cycles Staff Responsible for Monitoring: Campus Administrators Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Facilitate continuous monitoring of data through the utilization of the progress monitoring form, quarterly data talks with staff, the implementation of student data binders, and setting goals with students after each local assessment to monitor student academic growth by grade level and sub pops. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Formative Assessments District Assessments Observations Coaching Cycle Staff Responsible for Monitoring: Campus Administrator Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 1: Gonzales North Avenue will focus on enhancing student learning through the work provided to students.

Performance Objective 3: By June 2025, student performance on STAAR Science scores will increase from 54% to 60% in Approaches, 23% to 30% in Meets, and 8% to 15% in Masters.

Strategy 1 Details	Reviews			
Strategy 1: All students in grades 3-5 grades will utilize the science resources to participate in hands-on, inquiry-based lessons and activities. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Formative Assessments District Assessments Observations Coaching Cycles Staff Responsible for Monitoring: Campus Administrators Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Gonzales North Avenue will utilize hands-on materials in the classroom and follow the inquiry-based 5E lessons to engage students in science content in classrooms actively in science. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: District Assessments Formative Assessments Observation Staff Responsible for Monitoring: Instructional Coaches Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







Goal 2: Gonzales North Avenue will provide equitable instructional services for student success.

Performance Objective 1: By June 2025, the percentage of Emergent Bilingual students at Gonzales North Avenue will increase by at least one English proficiency level progress on TELPAS with at average of 38%.

Strategy 1 Details	Reviews			
Strategy 1: Utilize small group instruction to provide accelerated instruction for at risk students on reading skills, accelerated learning, and after school tutorials for a "well rounded" education that target sub-populations (Economically disadvantaged, Special Education, Emergent Bilingual Gifted and Talented, and White population, etc) and individual students. Strategy's Expected Result/Impact: To increase students' academic learning and provide support for academic success. Staff Responsible for Monitoring: Campus Administrators TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize computer-assisted language learning programs to help emergent bilingual students increase their language proficiency. Strategy's Expected Result/Impact: Formative Assessments TELPAS Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				


Goal 2: Gonzales North Avenue will provide equitable instructional services for student success.






Performance Objective 2: Gonzales North Avenue will provide services to meet the needs of students in special programs to increase the performance of students receiving special education services by 5%.

Strategy 1 Details	Reviews			
Strategy 1: Utilize small group instruction to provide accelerated instruction for at-risk students on reading skills, accelerated learning, and after-school tutorials for a "well-rounded" education that targets sub-populations (Economically disadvantaged, Special Education, Emergent Bilingual Gifted and Talented, and White population, etc.) and individual students. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: To increase students' academic learning and provide support for academic success. Staff Responsible for Monitoring: Campus Administrator TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Facilitate continuous data monitoring through the utilization of the progress monitoring form and quarterly data talks with staff on all students, including special education students, after each local assessment to monitor student academic growth. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: Formative Assessments District Assessments IEPs Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Gonzales North Avenue will provide equitable instructional services for student success.

Performance Objective 3: Gonzales ISD will implement tracking systems to monitor individual students' progress and schedule accelerated instruction and interventions that will support student progress by increasing the overall score by at least 10% points.







Strategy 1 Details	Reviews			
Strategy 1: Facilitate and implement grade level (3-5) camp before STAAR to enrich and remediate students on Math and Reading TEKS. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: District Assessments Formative Assessments Staff Responsible for Monitoring: Campus Instructional Coach Campus Administrator	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Implement small group instruction focusing on data and students' strengths and weaknesses. Facilitate continuous monitoring of data through the utilization of the progress monitoring form, quarterly data talks with staff after each local assessment to monitor student academic growth by grade level and sub pops. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: District Assessments Formative Assessments Observations Staff Responsible for Monitoring: Instructional Coach Campus Administrator TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Provide teachers with quarterly RtI meetings to discuss student performance and track student progress and determine instructional needs. September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025 Strategy's Expected Result/Impact: RTI paperwork Progress Measure Form Teacher data tracking form Staff Responsible for Monitoring: Instructional Coaches Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales North Avenue will recruit, develop, and retain high-quality staff.







Performance Objective 1: By June 2025, one hundred percent (80%) of campus classrooms will continue to be taught by highly effective teachers.

Evaluation Data Sources: Support teachers in their attainment of proficiency as defined by the T-TESS instrument.

Strategy 1 Details	Reviews			
Strategy 1: Track Teacher/Staff participation in professional development opportunities. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Eduphoria, Certificates of completion, Staff Responsible for Monitoring: Campus Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate with all identified teachers to share the state testing schedule and provide support activities along with Staff Development opportunities by providing training to teachers that relates to understanding the TEKS for effective teaching and learning. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Meeting documentation: the Campus has 80% of teachers meet HQ standards. Staff Responsible for Monitoring: Campus Administrators Instructional Coach TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales North Avenue will recruit, develop, and retain high-quality staff.



Performance Objective 2: By June 2025, all core content teachers will attend at least one campus or district professional development per semester to help them achieve proficiency in each domain of the T-TESS instrument.






Strategy 1 Details	Reviews			
Strategy 1: Provide training for all teachers on (RTI) and the RtI process, STAAR strategies and deconstruction, technology, team building, positive relationships, PBIS, and Special Ed. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: To support teachers when students are struggling academically and behaviorally. Staff Responsible for Monitoring: Campus Administrators Instructional Coaches District Personnel TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: We will provide each new teacher (any teacher with less than two years of experience) with a mentor, staff development, observation time, and coaching. We will also provide all new Gonzales North Avenue teachers with a support teacher. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Classroom Walk-through data, T-TESS documentation Staff Responsible for Monitoring: Campus Administrator District Personnel TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Gonzales North Avenue will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.

Performance Objective 1: By June 2025, Gonzales North Avenue will create and foster a school-wide PBIS model that promotes a safe and positive campus culture.



Evaluation Data Sources: Navigate 360 logs






Strategy 1 Details	Reviews			
Strategy 1: Establish expectations throughout the campus and research best practices such as CHAMPs, Conscious Discipline, and Social-Emotional learning strategies/ behavioral RtI to help students become successful, well-rounded students who can handle conflict resolution and extreme emotional challenges. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Low numbers of office referrals and successful student behaviors throughout the campus. Staff Responsible for Monitoring: Teachers and Administrators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: We offer an after-school program that provides academic assistance for at-risk students. The program also offers enrichment activities aligned to the performing and visual arts, which promote the well-rounded learner by connecting learning in the arts to learning in the core subject classrooms. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Student attendance and participation in After School program components and parent participation in parent workshops. Staff Responsible for Monitoring: After School Coordinator, Administration, Director of Student Supports and Strategic Planning	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Increase student motivation by providing supplemental programs throughout the school year. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increase student motivation and build a culture of learning for the students. Staff Responsible for Monitoring: Campus Administrators and teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Gonzales North Avenue will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.








Performance Objective 2: By June 2025, Gonzales North Avenue will provide opportunities for all parent and family members to engage in campus events, which promote school-home communication, shared decision-making, and learning opportunities for parents and families to impact student achievement.

Strategy 1 Details	Reviews			
Strategy 1: Provide a variety of opportunities to engage parents and family members at Gonzales North Avenue Elementary. Example of events: Title I/Open House SDMC meetings (monthly) Family Nights (multiple days/nights and times during the year**) Meet the Teacher **These events will be offered during the school day and evening and on different days of the week for families with varying availability. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Provide opportunities for ALL parents and community members at 100% participation. Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Promote the School-Home communication (i.e. newsletter, report cards, parent conferences, surveys, marquee, parent compacts, school web page) in both English and Spanish. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Parents and Families receive information in a language they communicate best. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Meet monthly during the 2024-2025 school year and will review the Campus Needs Assessment and Campus Improvement Plan in a formative review format each quarter. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Increased access for the public to view these documents and become involved. Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				






Goal 4: Gonzales North Avenue will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.

Performance Objective 3: Gonzales North Avenue Elementary will be in 100% compliance with processes and procedures to pass all checkpoints and annual safety audits.

Strategy 1 Details	Reviews			
Strategy 1: Implement a crisis management plan, which includes monthly safety drills. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Logs of Drills Staff Responsible for Monitoring: Principal/Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide safety training to staff. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: To ensure that staff know the safety expectations of the district and campus. Agenda, sign-in sheets, and logs of drill practices. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide student instruction to promote safety and protect against violence and bullying. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Lesson plans, Student discipline, Minor Incident Reports, Referrals Staff Responsible for Monitoring: Administrators, Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Gonzales North Avenue will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

Performance Objective 1: By March 2025, 80% of campus budget will be spent to address the needs of the students and aligned to the campus goals

Strategy 1 Details	Reviews			
Strategy 1: Every month, my secretary will provide an updated budget report for review to determine funding throughout the year. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Budget Report Staff Responsible for Monitoring: Campus Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Gonzales Independent School District
Gonzales Junior High
2024-2025 Goals/Performance Objectives/Strategies



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Goal 2: Gonzales Junior High will provide equitable instructional services for student success. 10

Goal 3: Gonzales Junior High will recruit, develop, and retain high-quality staff. 14

Goal 4: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members. 16.

Goal 5: Gonzales Junior High will provide a safe and secure environment for students and staff. 18


Goal 6: Gonzales High School will implement and manage a budgeting system that allocates resources in alignment with strategic priorities. 19







Goals

Goal 1: Gonzales Junior High will focus on enhancing student learning through the work provided to students.

Performance Objective 1: The students at Gonzales Junior High will get 74% approaches, 50% Meets and 23% Masters for the 2025 STAAR Reading Assessment.

Evaluation Data Sources: Checkpoint and grading period assessments
Mock STAAR
STAAR Results


Strategy 1 Details	Reviews			
Strategy 1: All Reading teachers will build lessons with high rigor, following the TEKS Resource System, while incorporating differentiated strategies in their classroom that promote literacy with all of their students. Strategy's Expected Result/Impact: Teachers will have greater knowledge of the high rigor expectations for Reading TEKS in the YAG. Students will be learning at a higher rigor in the classroom with more academic discourse evident in the classroom. Student scores in all assessments taken throughout the school year will reflect this. Staff Responsible for Monitoring: Principal, Assistant Principals, Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 2 Details		Reviews			
Strategy 2: All 6th, 7th and 8th Grade Reading teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional delivery and student results for all students. Strategy's Expected Result/Impact: Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom to improve instruction in the classroom. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Develop and execute a professional development plan for secondary teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Goal 1: Gonzales Junior High will focus on enhancing student learning through the work provided to students.

Performance Objective 2: Gonzales Junior High will see an increase of overall student performance for each student in 6th-8th grade in their Reading scores from the 2024 STAAR Reading Assessment to the 2025 STAAR Reading Assessment with 60% Approaches, 30% Meets, and 15% Masters

- HB3 Goal**
- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results




Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 1: All Math teachers will build lessons with high rigor, following the TEKS Resource System, while incorporating differentiated strategies in their classroom that promote math concepts with all of their students. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school.</p> <p>Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach, Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>				

Strategy 2 Details		Reviews			
Strategy 2: All 6th-8th grade Math teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional deliver and student results for all students. Strategy's Expected Result/Impact: Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Develop and execute a professional development plan for secondary Math teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Goal 1: Gonzales Junior High will focus on enhancing student learning through the work provided to students.

Performance Objective 3: Gonzales Junior High will increase overall Science performance on STAAR from 60% approaches, 35% meets, 15% masters to 71%, 37%, 24% respectively.

Evaluation Data Sources: -Checkpoints and grade period assessments
 -Mock STAAR
 -STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Develop a district wide instructional framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All 6th-8th grade Science teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional deliver and student results for all students. Strategy's Expected Result/Impact: Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop and execute a professional development plan for secondary Science teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify










Discontinue

Goal 1: Gonzales Junior High will focus on enhancing student learning through the work provided to students.

Performance Objective 4: Gonzales Junior High will increase overall Social Studies performance on STAAR from 55% approaches, 25% meets, 16% masters to 73%, 40%, 21% respectively.


Evaluation Data Sources: -Checkpoint and grading period assessments
 -Mock STAAR
 -STAAR results







Strategy 1 Details	Reviews			
Strategy 1: Develop a district wide instructional framework that clearly defines student engagement. Implement tools, resources, and support for curriculum access to ensure evidence-based, universally designed lessons that meet the needs of all general education students, including those in summer school. Strategy's Expected Result/Impact: Improve overall performance of Tier I and Tier II students on benchmark assessments. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All 6th-8th grade Social Studies teachers will meet weekly in PLC meetings to analyze student reading data, classroom instruction and collaborate to improve instructional deliver and student results for all students. Strategy's Expected Result/Impact: Teachers will continue to grow professionally through constructive conversations with peers, administrators and secondary instructional coach, growing their depth and knowledge of classroom instruction and strategies used in the classroom. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop and execute a professional development plan for secondary Social Studies teachers to be delivered through Professional Learning Communities and district and campus professional development days that focuses on small group instruction and data-driven instruction. This strategy will ensure teachers continue to refine and reinforce proven strategies to meet the needs of all students. August 2024, September 2024, January 2025, March 2025, May 2025 Strategy's Expected Result/Impact: Improve overall performance of all students on benchmark and state assessments. Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Gonzales Junior High will provide equitable instructional services for student success.

Performance Objective 1: Gonzales Junior High will increase Emergent Bilingual student performance by June 2024, the percentage of Emergent Bilingual students making at least one English proficiency level progress on TELPAS will be maintained at 38%.

Evaluation Data Sources: TELPAS Scores
STAAR Scores
Data Meetings

Strategy 1 Details	Reviews			
Strategy 1: Provide supplemental language programs, professional development, and resources to support language acquisition and academic development of Emergent Bilinguals, including Gifted and Talented and Special Education, to meet the challenging state academic standards. July 2024, August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025, June 2025. Strategy's Expected Result/Impact: Improve overall performance of EB students on district assessments Student usage reports STAAR results TELPAS progress Staff Responsible for Monitoring: Principal, Assistant Principals, Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 2 Details		Reviews			
Strategy 2: All 7th grade Math teachers will build lessons with high rigor, following the TEKS Resource System, while incorporating differentiated strategies in their classroom that promote literacy with all of their students. Strategy's Expected Result/Impact: Teachers will have greater knowledge of the high rigor expectations for Math TEKS in the YAG. Students will be learning at a higher rigor in the classroom with more academic discourse evident in the classroom. Student scores in all assessments taken throughout the school year will reflect this. Staff Responsible for Monitoring: Principal, Assistant Principals, Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Students in Languages Other Than English in grades 6-12, will gain high school foreign language credit through actual class enrollment or credit by exam. Professional development and instructional materials will be provided to support the program. August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: District Assessments High school credit obtained Staff Responsible for Monitoring: Principal, Assistant Principals, Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					






Goal 2: Gonzales Junior High will provide equitable instructional services for student success.

Performance Objective 2: Gonzales Junior High will provide equitable services to meet the needs of students in special programs.

Gonzales Junior High will increase Special Education student performance:
45% of Special Education students in grades 6-8 will approach grade level standard on the STAAR for reading and math.

- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results







Strategy 1 Details	Reviews			
Strategy 1: Gonzales Junior High will create an aligned instructional delivery framework for students of special populations. Strategy's Expected Result/Impact: Shared understanding of student and staff expectations for instructional delivery designed to meet the needs of all students Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach, Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus administrators will ensure documentation of student accommodations based on evaluations/data and aligned directly to the student's disability. Teachers will access their student's 504 plans and consistently provide the agreed upon accommodations to ensure ADA compliance for all students with disabilities. The district will establish procedures for child find, referrals and evaluations. Strategy's Expected Result/Impact: Meeting the needs of all students Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach, Special Education Department Lead Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Gonzales Junior High will continue to implement a research based Multi-Tiered System of Support. Strategy's Expected Result/Impact: Meeting the needs of all students Staff Responsible for Monitoring: MTSS, TCLAS	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Gonzales Junior High will recruit, develop, and retain high-quality staff.

Performance Objective 1: Develop innovative recruiting and retention strategies to attract and retain highly qualified candidates at Gonzales Junior High.







Evaluation Data Sources: Recruit, support, retain teachers and principals

Strategy 1 Details	Reviews			
Strategy 1: Through the Gonzales ISD Mentor Program, mentor support is provided to inexperienced and out-of-field first-year and second-year teachers. (Description 2) August 2024, September 2024, October 2024, November 2024, December 2024, January 2025, February 2025, March 2025, April 2025, May 2025 Strategy's Expected Result/Impact: Teachers will be paired with an experience teacher to have a Mentor/Mentee relationship, improving their teaching capabilities. By doing this, the new teachers will be able to grow professionally. Staff Responsible for Monitoring: Principal, Assistant Principals, District Personnel Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Gonzales Junior High will partner with each teacher on campus to determine the areas of need for each individual teacher with regards to professional learning and professional growth. Strategy's Expected Result/Impact: Teachers will continue to grow professionally, which will in return help their students grow academically throughout the school yea Staff Responsible for Monitoring: Principal, Assistant Principals, Secondary Instructional Coach, Teachers TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales Junior High will recruit, develop, and retain high-quality staff.





Performance Objective 2: Gonzales Junior High will unlock and foster the potential of all teachers on campus, so that they continue to develop and build their instructional practices in the classroom.






Evaluation Data Sources: Tracking teacher performance on T-TESS
Weekly walkthroughs for all teachers
T-TESS results

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development to support campus staff to grow professionally and to further enhance their teaching delivery in the classroom. Strategy's Expected Result/Impact: Tracking teacher performance on T-TESS Weekly walkthroughs for all teachers T-TESS results Staff Responsible for Monitoring: Principal, Assistant Principals TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain highly effective staff by implementing walkthroughs in all classrooms throughout the school year. With every teacher receiving at least 4 documented walkthroughs in the fall and 3 documented walkthroughs in the spring. Strategy's Expected Result/Impact: Tracking teacher performance on T-TESS Weekly walkthroughs for all teachers T-TESS results Staff Responsible for Monitoring: Principal, Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Gonzales ISD will build effective communication in a safe and secure environment that fosters positive relationships with parents, families, and community members.











Performance Objective 1: Gonzales Junior High will have opportunities for families and the community to come to campus throughout the school year.

Strategy 1 Details	Reviews			
Strategy 1: Gonzales Junior High will hold a Meet the Principals night with ACE program where the Title 1 meeting will take place. Strategy's Expected Result/Impact: Community members and family members will be able to meet the administrative team, which will build a stronger bond with the campus. Title 1 Presentation Parent Compact Staff Responsible for Monitoring: Principal, Assistant Principals Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Gonzales Junior High will hold Reading/Math Nights throughout the school year to help parent engagement with what is going on at the campus. Strategy's Expected Result/Impact: Parents/Guardians will have a better understanding of what their student's are learning while having fun. Staff Responsible for Monitoring: Principal, Assistant Principals, Teachers Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Gonzales Junior High will send a monthly newsletter out to all parents/guardians throughout the school year to help increase involvement in campus activities. Strategy's Expected Result/Impact: Increased parent engagement with happenings on campus as well ensuring they know what is going on for the month. Staff Responsible for Monitoring: Principal Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: Gonzales Junior High will provide a safe and secure environment for students and staff.






Performance Objective 1: Provide technology services that promote a secure environment for all.

Strategy 1 Details	Reviews			
Strategy 1: Addition of Aristotle software on the campus. Strategy's Expected Result/Impact: Teachers will continue to monitor student usage for safety, security and appropriate use while using their Chromebooks in class. Staff Responsible for Monitoring: Principal, Assistant Principals, Teachers ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: District addition of a campus police officer Strategy's Expected Result/Impact: The police officer and administration work in tangent to ensure safety of all students and staff Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 6: Gonzales High School will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

Performance Objective 1: Gonzales Junior High will hold quarterly budget meetings with campus improvement committee and department head representatives.

Evaluation Data Sources: Campus Budget

Strategy 1 Details		Reviews			
Strategy 1: Meet monthly to assess classroom needs Strategy's Expected Result/Impact: provide the needed supplies and resources for staff & students Staff Responsible for Monitoring: Principal, Assistant Principals, Counselor		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

Gonzales Independent School District

Gonzales High School

2024-2025 Goals/Performance Objectives/Strategies



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Goal 6: Gonzales High School will implement and manage a budgeting system that allocates resources in alignment with strategic priorities. 21

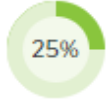
Goals






Goal 1: Gonzales High School will develop a shared understanding of student learning with all stakeholders.

Performance Objective 1: Gonzales High School will increase Overall RLA Student Performance on STAAR to 70% Approaches, 50% Meets, and 25% Masters.

HB3 Goal

Evaluation Data Sources: -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results



Strategy 1 Details	Reviews			
Strategy 1: Weekly PLCs in all content areas led by the instructional leadership team to ensure use of curriculum documents, planning protocols, and instructional delivery to increase Tier 1 instruction to meet the requirements of the student expectations. Strategy's Expected Result/Impact: Student-centered lessons delivered using best instructional practices increasing engagement, student achievement, and vertical and horizontal alignment across campuses. Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: GHS will implement a continuous process of support for teachers with the following best practices: classroom discourse, common instructional framework, Fundamental Five, Gretchen Bernabei writing strategies, Jennifer Serravallo reading and writing strategies, Notice and Note signposts, Lead4Ward training, and the components of balanced literacy.</p> <p>Strategy's Expected Result/Impact: GHS will implement a walkthrough, coaching, and feedback cycle to support teachers in implementing best practices for reading instruction and drive campus professional development plans.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Gonzales High School will develop a shared understanding of student learning with all stakeholders.

Performance Objective 2: Gonzales High School will increase overall Math performance on STAAR to 80% Approaches, 50% Meets, and 25% Masters.

- HB3 Goal**
- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Daily PLCs in all content areas led by the instructional leadership team to ensure use of curriculum documents, planning protocols, and instructional delivery to increase Tier 1 instruction to meet the requirements of the student expectations. Strategy's Expected Result/Impact: Student-centered lessons delivered using best instructional practices increasing engagement, student achievement, and vertical and horizontal alignment across campuses. Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: GHS will implement a walkthrough, coaching, and feedback cycle to support teachers in implementing best practices for reading instruction and drive campus professional development plans. Strategy's Expected Result/Impact: Effective, well-supported teachers who achieve T-TESS student growth goals. Effective feedback to support that achievement and growth mindset in teachers. Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: Gonzales High School will develop a shared understanding of student learning with all stakeholders.

Performance Objective 3: Gonzales ISD will integrate technology into academic experiences.

- Evaluation Data Sources:**
- Observational Data
 - PLC, planning minutes
 - Lesson plans






Strategy 1 Details	Reviews			
Strategy 1: Promethean Boards Strategy's Expected Result/Impact: Create lessons that will help teachers reach a new level of interactivity between your students and their education Staff Responsible for Monitoring: Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>60%</div>			
Strategy 2 Details	Reviews			
Strategy 2: Utilize the MyPath and K-12 Summit software during Flex Time. Strategy's Expected Result/Impact: Increase reading, math, science and social studies achievement Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>50%</div>			
<div><div><div></div>0% No Progress</div><div><div></div>100% Accomplished</div><div><div></div>Continue/Modify</div><div><div></div>Discontinue</div></div>				

Goal 2: Gonzales High School will provide equitable instructional services for student success.

Performance Objective 1: Gonzales High School will increase students meeting CCMR criteria from 85% to 88%.

HB3 Goal

- Evaluation Data Sources:**
- TAPR Report
 - State Accountability Data
 - PEIMS
 - STAAR Assessment
 - Student Information System (SIS) for career plans
 - IEP Completion data
 - TSI and higher education enrollment reports
 - IBC reports

Strategy 1 Details	Reviews			
Strategy 1: Intentional identification, planning, and communication to students needing eligibility in CCMR, through the TSIA2. Strategy's Expected Result/Impact: Increased TSIA2 eligibility will grow by 5% through intentional education, communication, purposeful scheduling through CPC Math/Reading, College Bridge and implementation of test planning, preparation, and test performance. Staff Responsible for Monitoring: Principal, CTE Director, Counselors Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Gonzales High School will provide equitable instructional services for student success.

Performance Objective 2: Gonzales High School will increase Emergent Bilingual student performance:

The percentage of students who progress at least one proficiency level on TELPAS will increase from 35% to 45% on TELPAS.

80% of Emergent Bilingual students will approach grade level standard on the Algebra I STAAR.



50% of Emergent Bilingual students will approach grade level standard on the English I and II STAAR.

Evaluation Data Sources: -Summit K12

-Checkpoint and grading period assessments

-Mock STAAR

-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Utilize K-12 Summit Assessments, during FLEX time, implemented to support all four components of TELPAS in grades 9-12. Strategy's Expected Result/Impact: -increased performance on TELPAS -students exited from Bilingual programming in alignment with program goals Staff Responsible for Monitoring: Associate Principal, LPAC members Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: GHS will meet with all EB students and provide content and/or linguistic support through ESOL I and ESOL II classes, and targeted ESL support staff scheduling. Strategy's Expected Result/Impact: -meet the needs of ELs through differentiation determined by their level language acquisition Staff Responsible for Monitoring: Associate Principal, LPAC members Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify








Discontinue

Goal 2: Gonzales High School will provide equitable instructional services for student success.

Performance Objective 3: Gonzales High School will provide equitable services to meet the needs of students in special programs.

Gonzales High School will increase Special Education student performance:
60% of Special Education students in English I and II will approach grade level standard on the 2024 STAAR for English I and English II.






- Evaluation Data Sources:** -Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Streamline student schedules to provide in class support staff and flex time support Strategy's Expected Result/Impact: increased checkpoint Staff Responsible for Monitoring: administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: Gonzales High School will provide equitable instructional services for student success.

Performance Objective 4: Gonzales High School will increase graduation rate from 96.1 to 98%.

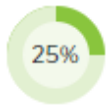




Evaluation Data Sources: -TAPR

Strategy 1 Details	Reviews			
Strategy 1: Monitor attendance daily for all students with an emphasis on the senior class. Create and implement an attendance plan for the year. Strategy's Expected Result/Impact: Increased attendance Lowered number of students who makeup hours Staff Responsible for Monitoring: Principal, Truancy officer, attendance clerk Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Gonzales High School will recruit, develop, and retain high-quality staff.

Performance Objective 1: Develop innovative recruiting and retention strategies to attract and retain highly qualified candidates at Gonzales High School.








Evaluation Data Sources: -TAPR

Strategy 1 Details		Reviews			
Strategy 1: Highlight a teacher every 9 weeks with a Golden Arrow Strategy's Expected Result/Impact: Positive School Culture Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

Goal 3: Gonzales High School will recruit, develop, and retain high-quality staff.

Performance Objective 2: Hire candidates from "Grow Your Own" programs within Gonzales ISD to increase internal candidates from within the district and community.

Evaluation Data Sources: -program participation
-program development and implementation

Strategy 1 Details	Reviews			
Strategy 1: GHS currently has one candidates from the Grow Your Own Program. Strategy's Expected Result/Impact: maintain a fully staffed campus and support staff Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Gonzales High School will improve internal and external communications efforts campus wide.

Performance Objective 1: Develop and sustain effective structures for communication and ongoing engagement of students, families, and the community






Evaluation Data Sources: -Website Analytics






-Promotional Analytics

-Internal/External Surveys

-Social Media Platform Data








-Email Analytics

Strategy 1 Details	Reviews			
Strategy 1: Communicate with parents via Blackboard calls and email Strategy's Expected Result/Impact: Parents are informed of all academic events and information Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize Facebook as an additional communication tool Strategy's Expected Result/Impact: highlight student success, teacher lessons and provide information to parents Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide information to the community newspaper Strategy's Expected Result/Impact: Inform parents Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Create Bulletin Boards throughout the school to highlight different programs within the school and community Strategy's Expected Result/Impact: Inform and provide information to students Staff Responsible for Monitoring: Administration, support staff, CCMR staff, CTE staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				




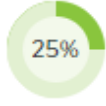


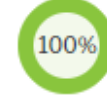

Goal 4: Gonzales High School will improve internal and external communications efforts campus wide.

Performance Objective 2: Develop and sustain effective structures for communication and ongoing engagement of staff

Strategy 1 Details	Reviews			
Strategy 1: Create an email for all staff to receive on Sunday evening/Monday morning Strategy's Expected Result/Impact: keep all staff informed of activities for the week Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Remind messages to staff. Strategy's Expected Result/Impact: provide a positive work culture Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Create and maintain the Apache Wiki Strategy's Expected Result/Impact: to provide information to staff in a central location Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Gonzales High School will provide a safe and secure environment for students and staff.

Performance Objective 1: Provide technology services that promote a secure environment for all.

Strategy 1 Details	Reviews			
Strategy 1: Pilot the Rhombus camera, 1 upstairs and 1 downstairs Strategy's Expected Result/Impact: provide additional coverage to maintain a safe school environment Staff Responsible for Monitoring: Administration, truancy officers, receptionist, police officer ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Added 10 additional cameras downstairs in the blindspots Strategy's Expected Result/Impact: provide additional coverage to maintain a safe school environment Staff Responsible for Monitoring: Administration, truancy officers, receptionist, police officer ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Additional of Aristotle software Strategy's Expected Result/Impact: staff can monitor student usage for safety, security and appropriate use Staff Responsible for Monitoring: all teaching staff, administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: District addition of a campus police officer Strategy's Expected Result/Impact: The police officer and administration work in tangent to ensure safety of all students and staff Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue








Goal 5: Gonzales High School will provide a safe and secure environment for students and staff.

Performance Objective 2: Expand awareness and prevention efforts regarding safety and security.

Evaluation Data Sources: -Survey Analytics

-Audits






--Trends

Strategy 1 Details	Reviews			
Strategy 1: Weekly door sweeps Strategy's Expected Result/Impact: Ensure the safety of the campus Staff Responsible for Monitoring: Police officer ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Add window/door coverings throughout the campus Strategy's Expected Result/Impact: provide security of outsiders to view what is going inside student areas Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Install Vape detectors to deter the use of nicotine and THC. Strategy's Expected Result/Impact: To be able to seek help for students who are using vapes and decrease the number of vapes found on campus. Staff Responsible for Monitoring: Assistant Principals ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: Gonzales High School will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

Performance Objective 1: Hold quarterly budget meetings with campus improvement committee and department head representatives.

Evaluation Data Sources: campus budget

Strategy 1 Details	Reviews			
Strategy 1: Meet monthly to assess classroom needs Strategy's Expected Result/Impact: provide the needed supplies and resources for staff & students Staff Responsible for Monitoring: administration TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				



Board of Trustees

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Secretary

Gloria Torres

D'Anna Robinson

Ashley Molina

Naomi Brown

GISD School Board Agenda Information Sheet
December 9, 2024

REPORT ITEM

SUBJECT: Financial Report

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Acting Superintendent & Chief Financial Officer

RATIONAL SUMMARY: Administration will present the monthly update on the district's finances.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



LEARNING TODAY,
LEADING TOMORROW



Financial Report

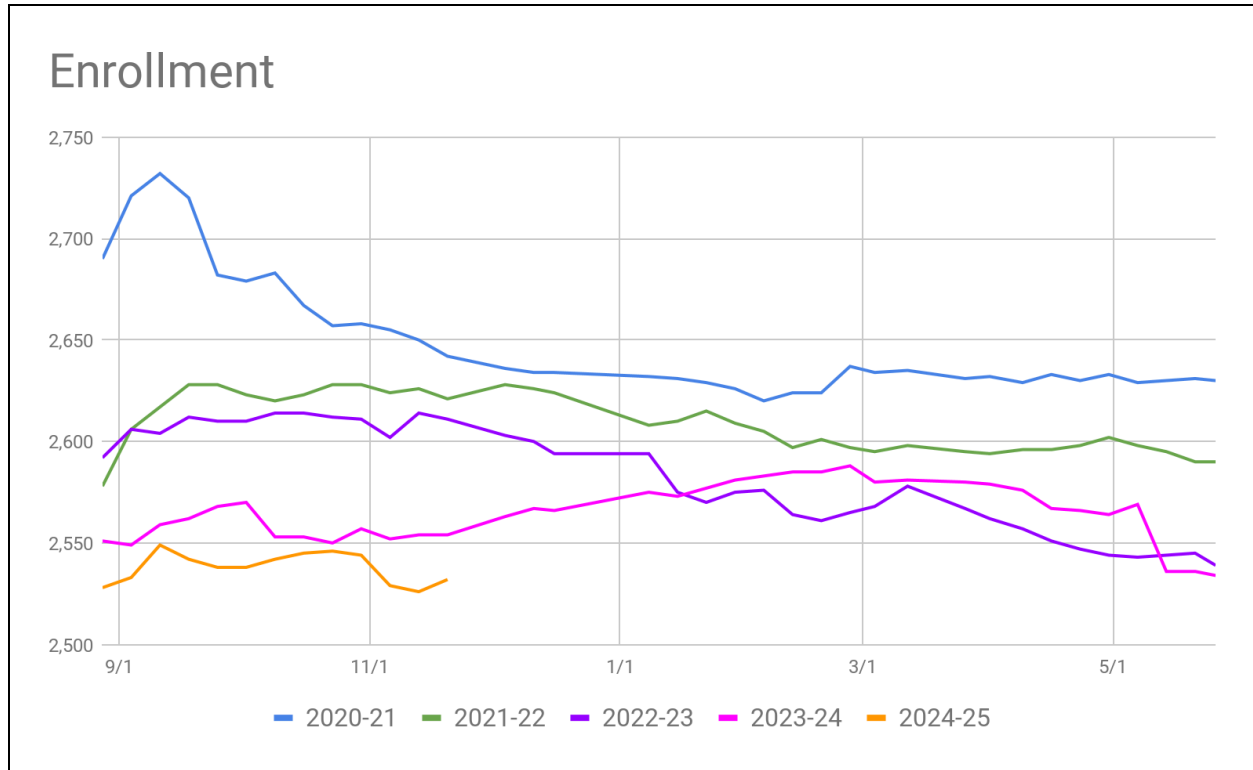
December 2024 Regular Meeting Board of Trustees

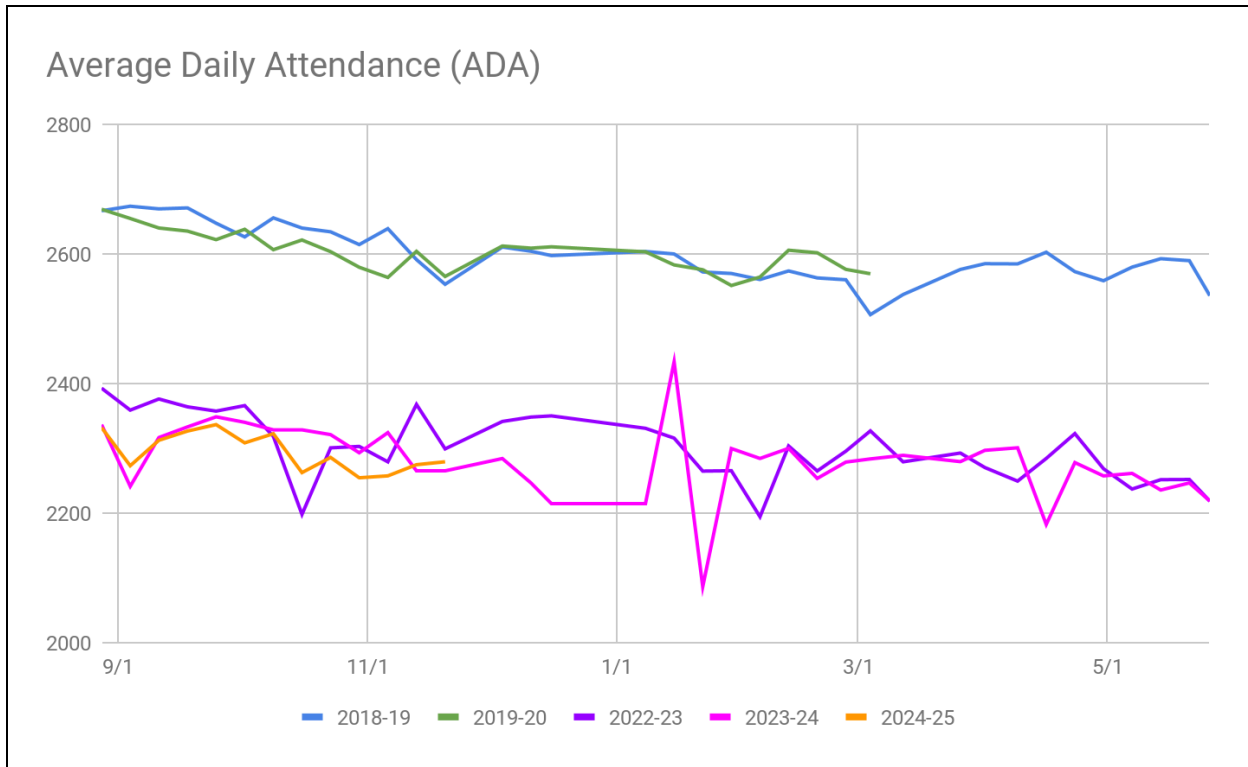
TABLE OF CONTENTS

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Revenues, Expenditures, and Changes in Fund Balance as of October 31, 2024 (Main Operating Funds)	7
Construction Fund Revenues and Expenditures	8
Monthly Expenditure Level Comparison	9
Monthly Statement of Ad Valorem Collections, October 2024	10

Chief Financial Officer's Summary
Regular Board Meeting - December 9, 2024

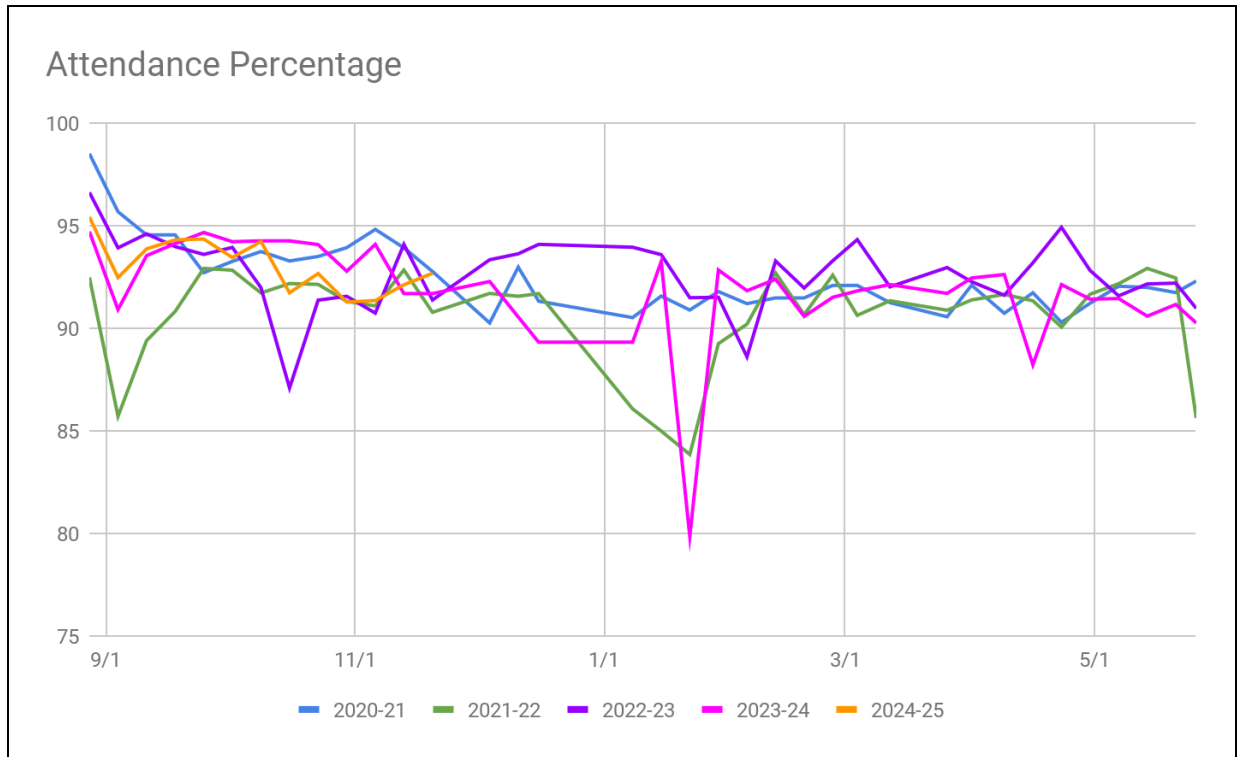
ADA & Enrollment





ADA used during budget development: 2,276

Average ADA through 11/22/24: 2,297 (up 21 from budget)



Average annual attendance percentage (through 11/22/24): 93.41%

Energy Savings Update

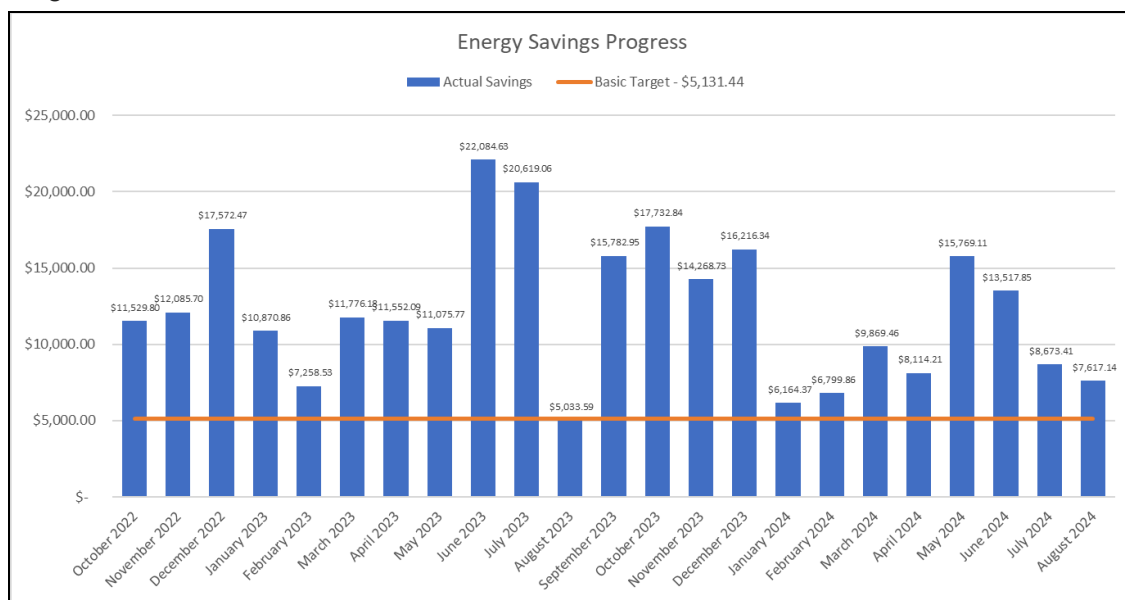
All Buildings	Total
Oct	\$11,529.80
Nov	\$12,085.70
Dec	\$17,572.47
Jan	\$10,870.86
Feb	\$7,368.59
Mar	\$11,776.18
Apr	\$11,552.09
May	\$11,075.77
Jun	\$22,084.63
Jul	\$20,619.06
Aug	\$5,033.59
Sep	\$15,782.95
Oct	\$17,732.83
Nov	\$10,914.67
Dec	\$12,047.79
Jan	\$4,740.10
Feb	\$6,799.86
Mar	\$9,869.46
Apr	\$8,114.21
May	\$15,769.11
Jun	\$13,517.85
Jul	\$8,673.41
Aug	\$7,617.14
Sep	\$12,640.35
Total	\$285,788.47

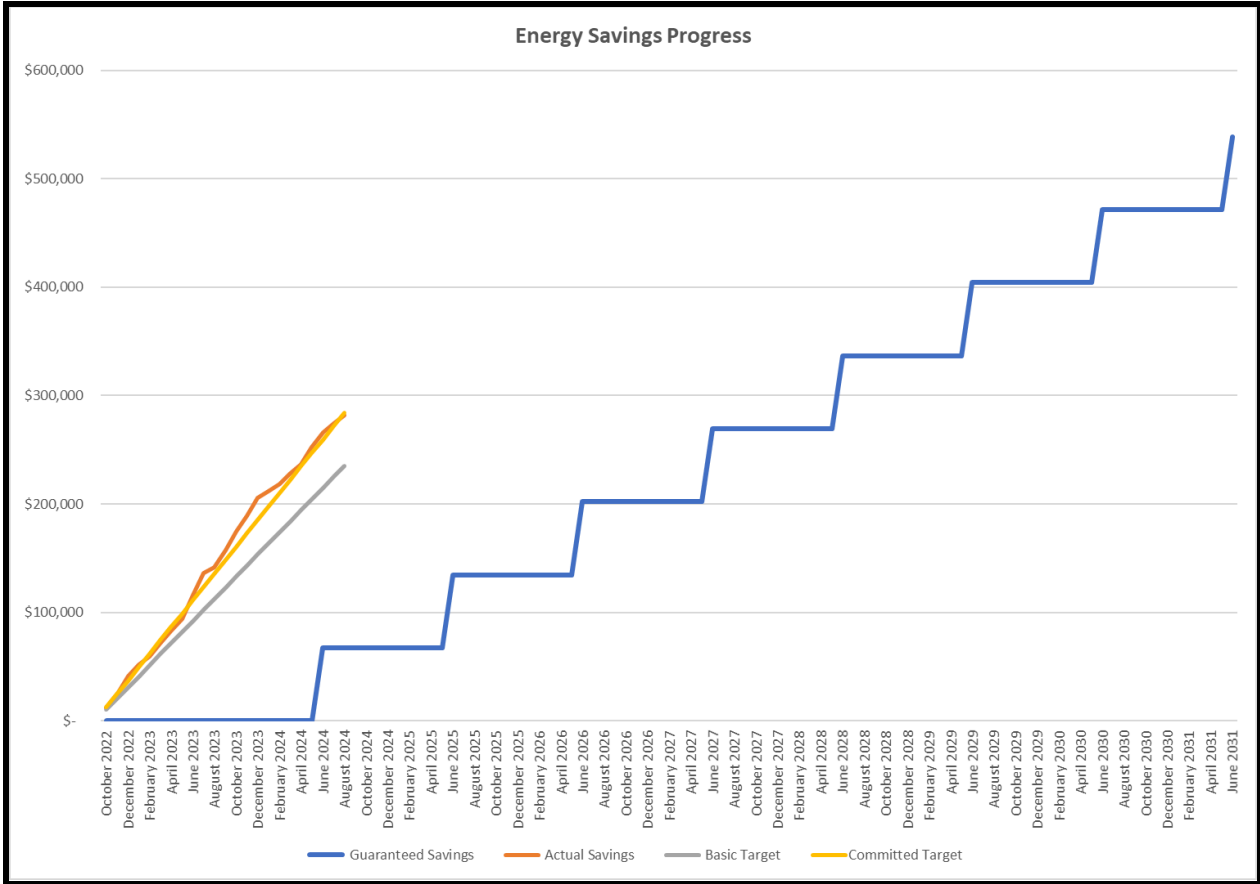
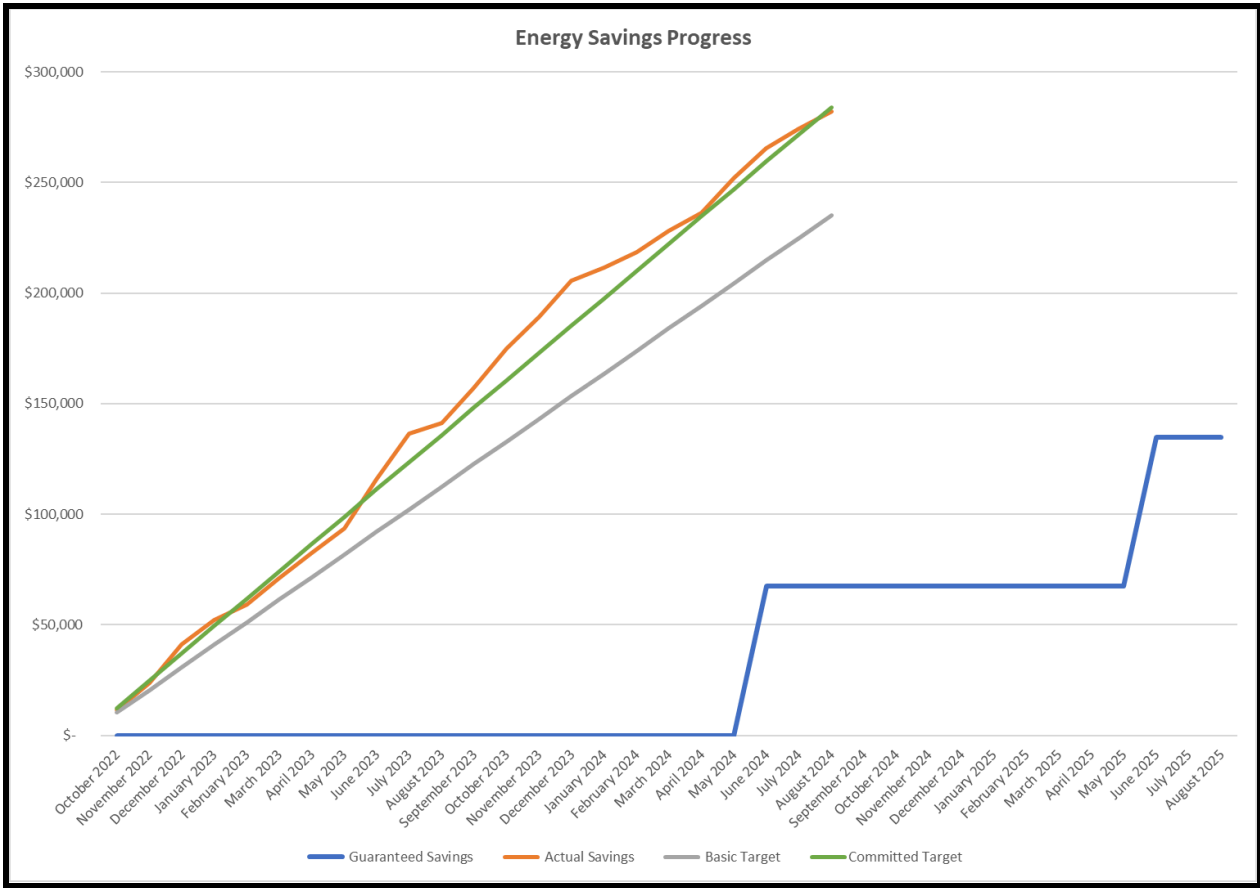
Cumulative Savings Guarantee	
21 Months	\$ 67,350.13
33 Months	\$ 134,700.25
45 Months	\$ 202,050.38
57 Months	\$ 269,400.50
69 Months	\$ 336,750.63
81 Months	\$ 404,100.75
93 Months	\$ 471,450.88
105 Months	\$ 538,801.00

Basic Target: \$10,224.25/month

Committed Target: \$12,354.33/month

Fee Target: \$5,131.44/month





Percent of Fiscal Year Completed	17%
Percent of 2024-25 School Year Completed	32%

*These numbers are subject to change until the final AFR is prepared and accepted/approved.

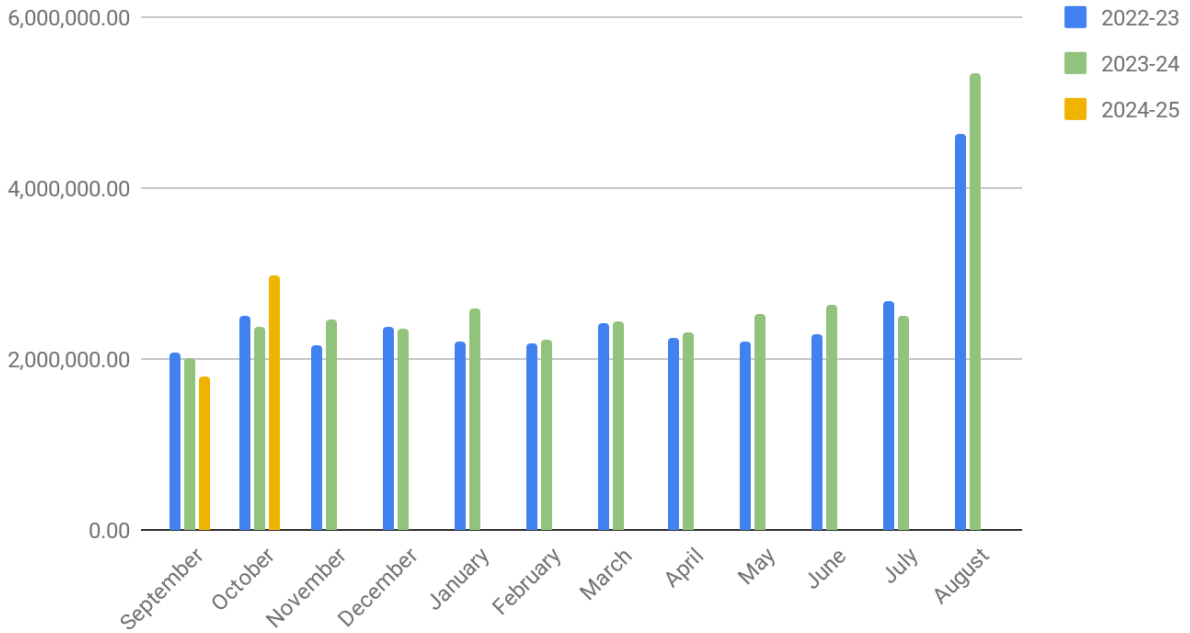
Gonzales ISD
Unaudited/Preliminary Statement of Revenues, Expenditures, and Changes in Fund Balance
As of October 31, 2024

CONSTRUCTION FUND			
	Current Budget	Actual To-Date	% of Budget Recd/Exp
REVENUES			
5700 Other Local Sources (Interest)	0.00	1,033,128.14	
TOTAL REVENUES	0.00	1,033,128.14	
EXPENDITURES			
0051 Plant Maintenance and Operations	504,010	17,000.00	3.37%
0081 Facilities Acquisition & Instruction	50,095,990	3,905,793.37	7.80%
TOTAL EXPENDITURES	50,600,000.00	3,922,793.37	7.75%
7911 Capital-Related Debt Issue	48,170,000.00	48,170,000.00	
7913 Capital Lease Proceeds			
7915 Operational Transfer In			
7916 Prem. or Disc. on Issuance of Bonds	2,430,000.00	2,430,000.00	100.00%
NET ACTIVITY	0.00	47,710,334.77	

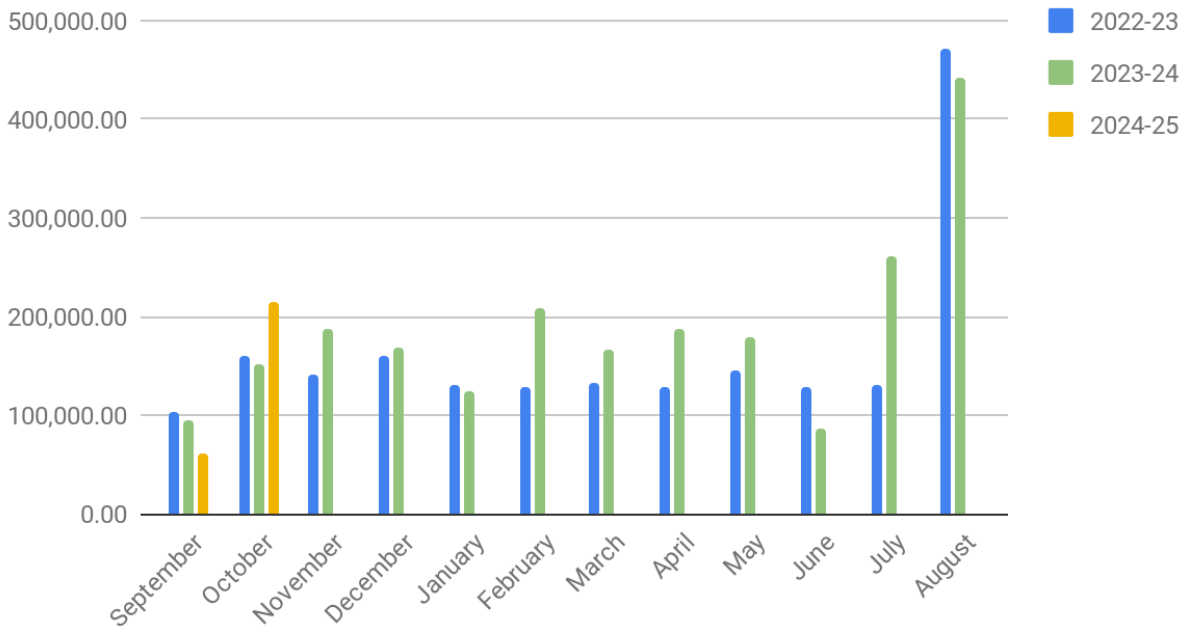
**Blended accounting method: Cash & accrual basis.*

**These numbers are subject to change until the final AFR is prepared and accepted/approved.*

Monthly Expenditure Level Comparison: General Fund



Monthly Expenditure Level Comparison: Food Service Fund



Crystal Cedillo, Tax Assessor-Collector

Monthly Statement of Ad Valorem Collections

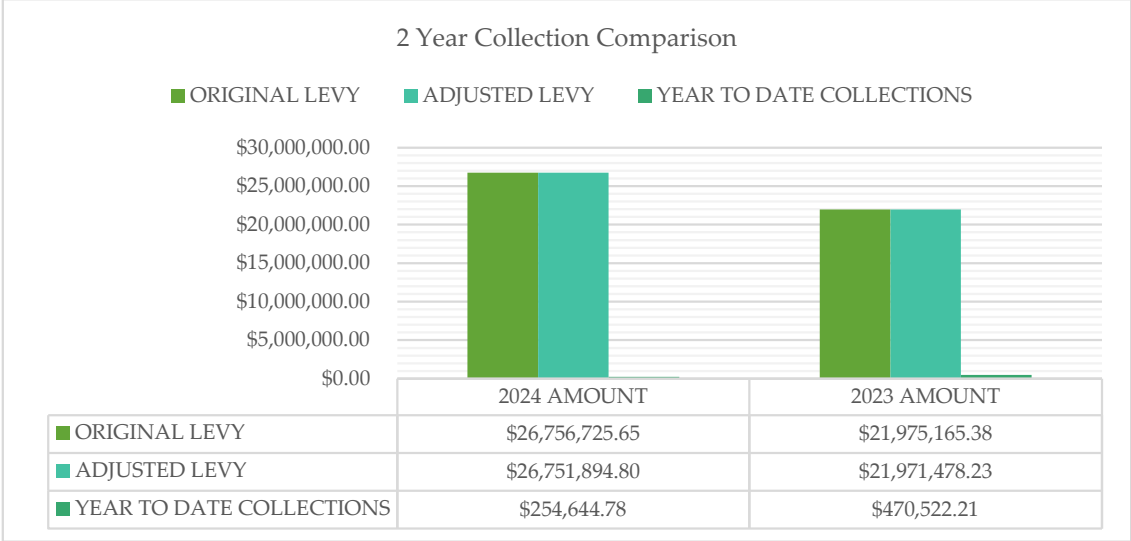
October 2024

MONTHLY COLLECTIONS		
CURRENT TAX	\$254,645.57	
PENALTY & INTEREST ON CURRENT	\$0.00	
PRIOR YEAR DELINQUENT TAXES	\$4,843.43	
PENALTY & INTEREST ON DELQ	\$12,091.52	
TOTAL COLLECTED	\$271,580.52	

FEES		
5% RENDITION PENALTY TO APPRAISAL DISTRICT	\$4.11	
1% COMMISSION TO GONZALES COUNTY	\$ 2,715.81	
BALANCE DUE GONZALES ISD	\$268,860.60	

	M&O	I&S
31-Oct	\$228,570.95	\$40,289.65
TOTAL DISBURSEMENTS	\$228,570.95	\$40,289.65

LEVY SUMMARY	2024 AMOUNT	2023 AMOUNT
ORIGINAL LEVY	\$26,756,725.65	\$ 21,975,165.38
ADJUSTED LEVY	\$26,751,894.80	\$ 21,971,478.23
YEAR TO DATE COLLECTIONS	\$254,644.78	\$ 470,522.21
% OF CURRENT ROLL COLLECTED	0.95%	2.14%
YTD DELINQUENT COLLECTIONS	\$48,521.77	\$ 83,104.67





GISD School Board Agenda Information Sheet
December 9, 2024

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REPORT ITEM

SUBJECT: 2023 Bond Program Monthly Update

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Acting Superintendent and Chief Financial Officer

RATIONAL SUMMARY: Education Service Center Region 13/ Sledge Engineering will provide the Board a monthly update for the 2023 approved Bond Program.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



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*Gonzales ISD
2023 Bond*



*Monthly Board
Update
12/09/24*

Acronyms (for reference)



AIA	American Institute of Architects	CD	Construction Documents
CMR	Construction Manager at Risk	DD	Design Development
GMP	Guaranteed Maximum Price	Env	Environmental
ES	Elementary School	ESA	Environmental Site Assessment
FEMA	Federal Emergency Management Agency	Geo	Geotechnical Investigation
HS	High School	OPC	Opinion of Probable Cost
IC	Impervious Cover	P&Z	Planning & Zoning
LOMR	Letter of Map Revision	RFP	Request for Proposal
ETJ	Extra Territorial Jurisdiction	CBO	Certified Building Official
MS	Middle School	AHJ	Authority Having Jurisdiction
CTE	Career and Technical Education	SD	Schematic Design
PM	Program Management	OAC	Owner/Architect/Contractor
SW	Stormwater	Surv	Survey (Boundary and Topographic)
TCEQ	Texas Commission on Environmental Quality	R13	Region 13 Education Service Center
WPAP	Water Pollution Abatement Plan	TIA	Traffic Impact Analysis

Transparency



- Public Meetings to be held monthly prior to Board Meetings
- Public Dropbox Link
- Public Access to Program Management team for questions & discussion – contact on website

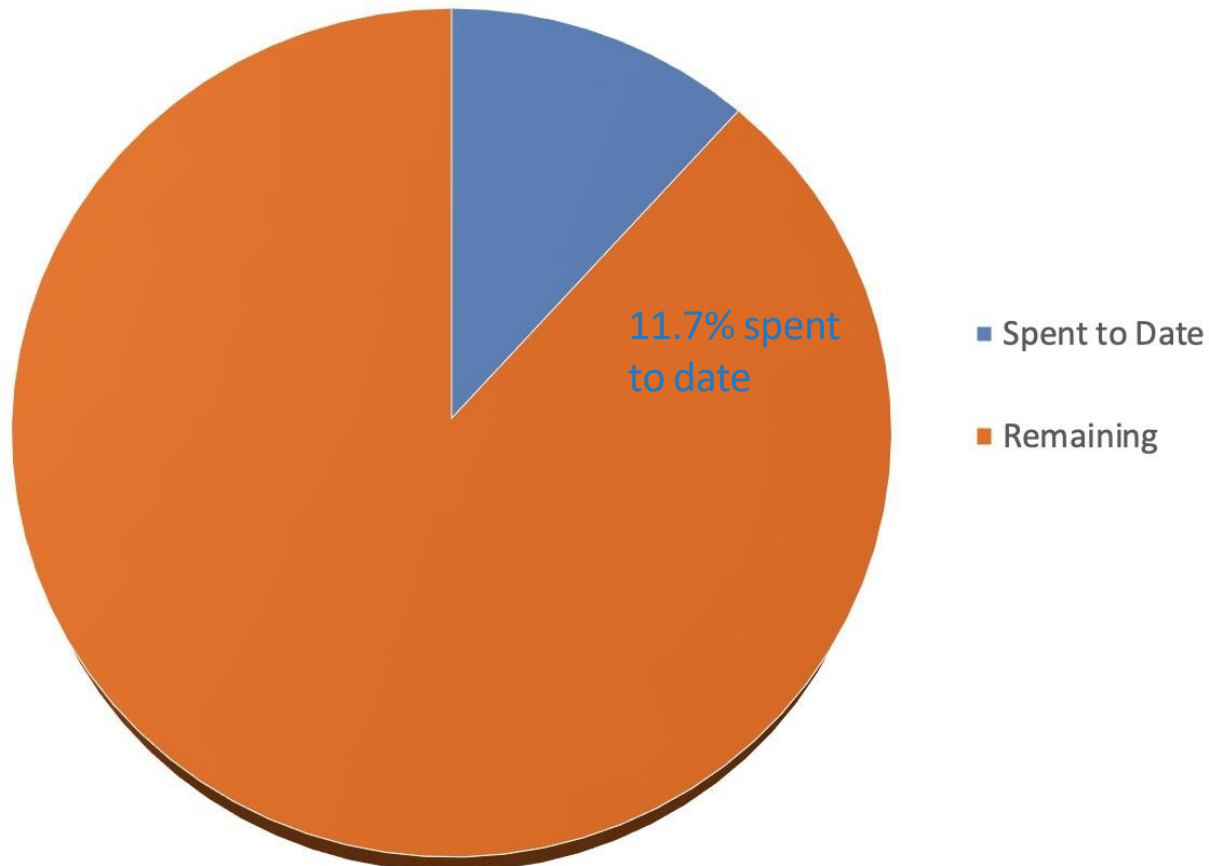
Program Accounting



Gonzales ISD

Bond Funds Spent to Date

Total Bond Budget = \$50,600,000



Bond Projects List



1. CTE/Ag Barn (New Site):

1. Infrastructure
2. New Career & Technology Education Campus (CTE)
3. Agricultural Barn

2. Maintenance Projects (campuses)

1. Gonzales Primary Academy (GPA)
2. Gonzales Elementary School (GES)
3. Gonzales Junior High School (JHS)
4. Gonzales North Avenue (GNA)
5. Gonzales High School (GHS)
6. East Avenue Campus/DAEP (EAC)
7. Operations, Maintenance, Transportation (OMT)

CTE / Ag Barn



1. Final Construction Documents underway with staff feedback
2. Geotech borings & lab work COMPLETE by Terracon; awaiting revised report
3. Tracking CDs:
 1. final plans early 2025
 2. bidding to follow
4. Water/Wastewater utility extensions: upcoming review with City

Maintenance Projects

Weaver & Jacobs



1. Design Development drawings underway
2. Bid award plan/strategy:

- 1. GMP#1: Safety/Security Package**

1. Targeting Board Award March 2025
2. Construction Summer 2025

- 2. GMP#2: Remodel Package**

1. Targeting Board June 2025 (after GMP1 known)
2. Construction to Fall 2026

Maintenance Projects

ISD Direct



Roofing Project:

1. GHS Roofs: 90% complete
2. EAC Roof: 85% complete
3. GNA Roof: 85% complete
4. JHS: 30% complete
5. GES: upcoming

Paving Project:

1. Awaiting final billing to close out = under budget

High School Roof



North Ave Roof



East Ave Roof





Junior High Roof



Bond Program Budget



 REGION 13 EDUCATION SERVICE CENTER POWERED BY  Gonzales ISD 2023 Bond Program BUDGET				Delivery Method		Maintenance							
				CTE/Ag Bam		Primary	Elementary	Jr High	North Ave	High School	East Ave/DAEP	Ops, Maint, Transpo	
				CMR	CMR	CMR	CMR	CMR	CMR	CMR	CMR	CMR	
				CTE/Ag Bam	GPA	GES	JHS	GNA	GHS	EAC	OMT		
				Infrastructure, 26,000sf CTE, Ag Bam w 10 int pens, 10 ext	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	safety, security, accessibility, maintenance	
TOTAL BOND = \$ 50,600,000				10/31/24	CELLS UPDATED								
ITEM				NOTES:									
					CURRENT BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET	BUDGET
Total ISD Direct Costs					\$ 24,000	\$ 10,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Total Soft Costs					\$ 4,676,138	\$ 2,021,691	\$ 126,168	\$ 222,800	\$ 333,415	\$ 322,106	\$ 979,203	\$ 439,981	\$ 230,774
Total Util/Testing Costs					\$ 828,075	\$ 280,000	\$ -	\$ 70,135	\$ 93,835	\$ 90,535	\$ 112,200	\$ 91,835	\$ 89,535
Total Hard Costs(Non Construction)					\$ 3,727,163	\$ 1,730,000	\$ 147,163	\$ 310,000	\$ 305,000	\$ 505,000	\$ 475,000	\$ 235,000	\$ 20,000
Total Construction Cost:					\$ 40,770,988	\$ 18,142,366	\$ 915,445	\$ 1,673,604	\$ 2,151,678	\$ 2,538,791	\$ 9,315,868	\$ 4,161,800	\$ 1,871,435
TOTAL COSTS:					\$ 50,026,364	\$ 22,184,057	\$ 1,190,776	\$ 2,278,539	\$ 2,885,928	\$ 3,458,432	\$ 10,884,271	\$ 4,930,617	\$ 2,213,744
Total Project Costs					\$ 50,026,364								
PROJECT FUNDING:					\$ 50,600,000								
2023 Bond:													
Interest Utilized													
Operating Funds													
Total Funding:					\$ 50,600,000								
Balance:					\$ 573,636								

QUESTIONS?



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Naomi Brown

GISD School Board Agenda Information Sheet
December 9, 2024

REPORT ITEM

SUBJECT: Superintendent's Report

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Acting Superintendent and
Chief Financial Officer

RATIONAL SUMMARY: The acting superintendent will provide a monthly update.

SUPERINTENDENT'S RECOMMENDATION: n/a

SAMPLE MOTION: n/a



LEARNING TODAY,
LEADING TOMORROW



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GISD School Board Agenda Information Sheet
December 9, 2024

INFORMATION ITEM

SUBJECT: Board Business

ADMINISTRATOR RESPONSIBLE: Amanda Smith, Acting Superintendent and
Chief Financial Officer

AUTHORITY FOR THIS ACTION: GISD School Board Policy BF (Local)

RATIONAL SUMMARY: Information provided through the Board Business section
of the agenda aimed at keeping trustees informed of routine correspondence.

***Added Items**

<i>December</i>	
December 10	Band Concert
December 12	Strategic Planning Community Meeting
December 17	1 st grade Music Performance @GE
December 19	Early Release
December 20-January 3	Student/Staff Holiday
<i>January</i>	
January 6-7	Staff Dev/Student Holiday
January 15	First day to apply for a place on the ballot for the May election
January 20	Student/Staff Holiday



LEARNING TODAY,
LEADING TOMORROW



The GISD School Board Agenda Information Sheet
December 9, 2024

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Adjourn to Closed Session
Under Texas Government Code Chapter 551

The board will recess this open session and convene in a closed meeting to discuss items on the agenda. The Board may conveniently meet in such closed or Executive Session or meeting, concerning any and all subjects and for any and all purposes permitted by Texas Government Code chapter 551, including, but not limited to:

Section 551.071: Consultation with Attorney;
Section 551.072: Deliberation Regarding Real Property;
Section 551.073: Deliberation Regarding Prospective Gift;
Section 551.074: Personnel Matters; Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Closed Meeting.
Section 551.076: Deliberation Regarding Security Devices;
Section 551.082: School Children; School District Employees; Disciplinary Matter or Complaint
Section 551.083: Certain School Boards; Meeting Regarding Consultation with Representative of Employee Group
Section 551.084: Investigation; Exclusion of witnesses from a hearing.

No voting will take place in the closed meeting. Any action the board wishes to take as a result of discussions in a closed session will take place after the board reconvenes in an open meeting. Today's date is _____ and it is _____ p.m./am

ADMINISTRATOR RESPONSIBLE:

RATIONAL SUMMARY: Personnel Matters

Personnel matters are as follows:

A. Personnel

B. Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including Superintendent Transition, Acting Superintendent, Interim Superintendent, and Superintendent Search, pursuant to Tex. Gov't Code 551.074.

C. Consultation with legal counsel regarding matters related to Superintendent Transition, pursuant to Tex. Gov't Code 551.071.



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LEADING TOMORROW



LEARNING TODAY,
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GISD School Board Agenda Information Sheet
December 9, 2024

ACTION ITEM

SUBJECT: Consider and take action, if any, resulting from closed session

ADMINISTRATOR RESPONSIBLE: Ross Hendershot, School Board President

RATIONAL SUMMARY: Consider and take action, if any, resulting from closed session

ADMINISTRATION'S RECOMMENDATION:

SAMPLE MOTION: I move to approve the stipend agreement with Amanda Smith for her performance of duties as Acting Superintendent.