

Gatesville Independent School District
2016 – 2017 District Goals

Goal I: Curriculum Alignment

Gatesville ISD will provide high-quality instructional programs that ensure alignment from Pre-Kindergarten through 12th grade. Moreover, academic performance and achievement will reflect excellence in learning through attainment of both high expectations and high standards.

- By June 1, 2016, the faculty and administration will have worked collaboratively to design Year-At-A-Glance documents for all four core subject areas in grades pre-kindergarten through 12th grade, which will provide a roadmap for curriculum and instruction that is coherently aligned with the TEKS.
- By August 22, 2016, students will be held to higher academic expectations and more rigorous standards through the implementation of the balanced literacy model in grades kindergarten through sixth grade, expanded dual credit course offerings, and a more coherent sequence of career and technical education (CTE) courses.
- By May 30, 2017, the faculty and administration will have worked collaboratively to fully utilize major components of the TEKS Resource System such as the Vertical Alignment Documents, TEKS Clarification & Verification Documents, Instructional Focus Documents, and Performance Assessments as well as Lead4ward documents such as field guides, heat maps, and quintile reports to ensure an aligned curriculum and a thoughtful analysis of areas of student weakness and strength.
- By May 30, 2017, the faculty and administration will have followed a common assessment protocol to ensure that student assessments strategically target an appropriate balance of readiness and supporting standards and offer students questions that test not only surface knowledge but also a deep, rigorous understanding of the material through question stems that target a higher depth of knowledge.
- By May 30, 2017, the faculty will have engaged in ongoing vertical alignment activities whereby subject area teachers collaborate across campuses as well as horizontal alignment activities such as the update and revision of all year-at-a-glance documents for core and elective subject areas.

Goal II: Instructional Leadership Development

Gatesville ISD will provide essential professional learning to school leadership members to secure positive, effective, support to lead campus and district growth.

- By May 30, 2017, all campus and district administration will identify specific professional growth opportunities through the development of a capacity matrix. Once identified, a personalized growth plan will be developed for every administrator in order to ensure collective growth as a district.
- By May 30, 2017, all campus and district leaders will provide multiple points of evidence related to their personalized growth plan and effectiveness of a campus.
- By May 30, 2017, all campus and district leaders will participate in two comprehensive book studies that cover both curriculum and leadership.

Goal III: Targeted Professional Learning for Teachers

Gatesville ISD will provide high-quality professional learning opportunities that meet the individual needs of all teachers through embedded training throughout the year.

- By June 30, 2016, the faculty and staff will have engaged in quality, strategic professional development in topics such as response to intervention (RTI), literacy work stations, professional learning communities (PLCs), reader's workshop, student assessment analysis, expository writing, elementary and secondary math TEKS support, and student effort and motivation, which will improve classroom instruction as well as student learning outcomes
- By May 30, 2017, the faculty and staff will have received embedded professional development and participated in a learning expo on topics such as district and campus culture, vertical curriculum alignment, critical strategies for secondary reading, classroom management and organizational tips for new teachers, student engagement, and effective questioning strategies, which will result in high-quality learning for both veteran and less-experienced teachers.
- By May 30, 2017, the faculty and staff will have participated in ongoing professional learning focusing on lesson design which includes the following major elements: learning targets and driving questions that can

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be easily articulated by the student, accompanying success criteria, direct instruction, guided instruction, independent practice, collaborative learning, and effective feedback that is timely, specific, and leads to increased student success.

- By June 30, 2017, the faculty and staff will have participated in professional development that marks a continuation of initiatives started in the prior year such as Fountas and Pinnell Phonics, Lucy Calkins' Units of Study in Writing, College Board Advanced Placement training, Gretchen Bernabei expository writing, and student motivation and classroom management.
- By June 30, 2017, the faculty will have participated in an ongoing professional learning activity whereby every teacher observes a fellow educator either within the district or outside of GISD and then completes a written reflection of the knowledge gained from that observation.
- By August 31, 2017, the faculty and staff will have attended professional development sessions conducted by fellow GISD educators as well as outside consultants pertaining to specific content areas, technology-related skills, and/or best-practices within instruction.

Goal IV: Remaining Focused on a Campus Action Plan

Through the development of Campus Action Plans, Gatesville ISD will provide high-quality instructional programs that are focused on campus-specific needs assessment. Campus Action Plans will remain updated and focused on the most vital of campus initiatives.

- By September 1, 2016, all campuses will develop and/or refine their campus action plan. The campus action plan will yield one to three specific, measurable goals, that will impact student success at the campus level. Moreover, the campus action plan will be presented to board members three times a year. Lastly, campus administrators will utilize the campus action plan to guide conversations during established leadership and faculty meetings.
- By May 30, 2017 all campuses will demonstrate effective evidence (at least 75% of classrooms) associated with the campus action plan.

Goal V: Promoting a Service Culture of Compassion and Safety

Gatesville ISD will implement a culture of service across the school district and the community to create a friendly, cooperative, nurturing teaching and learning environment that is safe, attractive, and drug-free.

- By the end of September 2016, GISD employees will participate in training that reduces the number of workplace accidents and/or insures students' safety (suicide prevention/dating violence, sexual harassment).
- Students at all GISD campuses will participate in classes/assemblies that address drinking/drug abuse and bullying appropriate for their age group by the end of the 16-17 school year.
- By May 2017, all campuses and students will complete a safety survey in order to better understand the perception and safety of all campuses.
- Intermediate through High school students will participate in training over cybersafety developed by the Texas Attorney General's office by the end of April.
- Proactively, Shattered Dreams will be the culminating event for high school students and drinking and driving. This will occur prior to the Junior/Senior Prom. Community members, fire, police, and EMT personnel will participate in the event..
- All campuses will participate in a campus safety survey with a plan of attack within areas of concern.
- All campuses will participate in a Cyber-Safety program facilitated through the Attorney General's Office.
- All campuses will participate and reflect using a comprehensive campus and community survey. The survey will be anonymous and focused on growth of the organization.
- The number of workmen's comp claims throughout the District will be reduced by 15% as a result of continued safety training and signage by the end of July 2017.
- By the end of April, the District will install digital radios between the buses, administrators, maintenance, and staff to communicate safety needs in a more effective manner.

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Additional Goals for Superintendent

Goal VI: Financial and Operations Management:

The District will exercise fiscal responsibility to maintain financial strength while providing the resources for educational programs.

- Establish a needs assessment applicable to the 2016-2017 school year by June 1 that quantifies the funding needed to support the District's initiatives. This will be achieved by soliciting funding requests from all district departments that have been linked to specific campus goals.
- Present to the School Board by August 10 a balanced budget for the District's General Fund for the 2016-2017 school year that both meets our obligations and provides sufficient funding in support of all of our educational programs, while allocating money towards fund balance of the previous year. At no point during the 2016-2017 school year, will GISD drop below eight months operating fund balance.
- GISD will utilize 58% of new revenue associated with CTE to renovate CTE courses with industry standard equipment.

Goal VII: Facility Maintenance

Gatesville ISD will continue to upgrade and maintain attractive, safe and accessible facilities that promote sustainability through the utilization of the Huckabee Facilities Audit, performed in 2014.

- By the end of January 2017, a committee of interested stakeholders will review the District Capital Outlay document and the Huckabee Facilities Study and prioritize projects that will be completed during the 16-17 school year and the allocated 16-17 fiscal budget. This will be done as part of the Strategic Plan process.
- By the end of May 2017, the District will utilize the Huckabee Facilities study to provide the framework for a Long Term Facilities Study with input from key stakeholders.
- By the start of the 2017 school year, Gatesville Intermediate campus will have a more inviting office area
- By the end of April, GISD Special Education offices will be constructed in the north end of the Primary.