

# GILMER ISD

## District Improvement Plan

### 2018/2019

*All campuses in Gilmer ISD are Title I schoolwide campuses. This plan is designed to contain elements that address all state and ESSA (Every Student Succeeds Act) requirements.*



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# GILMER ISD

## Mission

*The mission of Gilmer ISD is to prepare every student for the collegiate/career experience; recognize and educate each child as a unique individual; nurture academic, social and cultural differences, and to develop reliant citizens who contribute to the community's success and strength.*

## Vision

*At Gilmer ISD, we believe that:*

*Everyone can learn.*

*Every child should feel welcome, loved, and safe.*

*A solid educational foundation prepares every student to fulfill their ambitions and dreams for life.*

*Extracurricular and co-curricular activities enhance academic achievement.*

*Every staff member is vital to the educational experience.*

*Student, educators, parents, and community members share in the responsibility for the encouragement and success of students.*

*Learning is a result of thinking and doing.*

### Nondiscrimination Notice

GILMER ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

# GILMER ISD Site Base

Name	Position
Albritton, Rick	Superintendent
Allen, Sara	Community
Bean, Devon	Classroom Teacher
Bowman, Brian	Principal - Ex-Officio
Bradshaw, Bill	Principal - Ex-Officio
Clamp, Joann	Community
Day, Belinda	Classroom Teacher
Harris, Dawn	Co-chair
Harrison, Gregory	Classroom Teacher
Kaunitz, Trisha	Classroom Teacher
Kemp, Kim	Principal - Ex-Officio
Lair, Tabitha	Classroom Teacher
Lampkin, Valerie	Classroom Teacher
Nolan, Alise	Non-teaching Professional
Owens, Shawn	Classroom Teacher
Sanchez, Irene	Parent
Tefteller, Paula	Parent
Thomas, Diane	Non-teaching Professional
Treadway, Gina	Principal - Ex-Officio
Vick, Brandy	Business Member
Watson, Greg	Chair
Wilson , Shayne	Business Member
Youngblood, Donna Sue	Non-teaching Professional

# Resources

Resource	Source
No rows defined.	

# No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of the 2018/2019 school year.)*

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

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**Goal 1.** Gilmer ISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

**Objective 1.** By the end of the 2018-19 school year, the student attendance rate will be at least 96%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide incentives to encourage attendance at each campus. (Title I SW: 1,6) (Target Group: All)	Assistant Principal(s), Principal	Each six weeks	(O)Time, (S)Local Funds	Formative - Student attendance will equal or exceed 96%.
2. Monitor attendance on a weekly basis to meet local, state, and federal goals. (Title I SW: 1,2) (Target Group: All)	Assistant Principal(s), Principal, Superintendent(s)	Weekly	(L)GISD Policy Manual	Formative - Student attendance will equal or exceed 96%.
3. Represent campuses at Truancy Hearings in Upshur County (Title I SW: 1,2) (Target Group: All)	Assistant Principal(s), Director of Student Services, Principal	Court Proceeding Notifications	(O)Time	Formative - Student attendance will equal or exceed 96%.
4. Provide progressive presentations to students and parents on the importance of attendance and attendance related issues. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Beginning of school year meetings, Each six weeks	(O)Email communication/phone calls, (O)Parent Conferences, (O)Report Cards/Progress Reports	Summative - Educating parents and students will result in an increase in the district attendance rates

# GILMER ISD

**Goal 1.** Gilmer ISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

**Objective 2.** Reduce by 10% the referrals for serious disciplinary offenses and number of students who commit the offenses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide TASB Model Student Code of Conduct in English & Spanish (Title I SW: 1,10) (Target Group: All)	Assistant Principal(s), Principal	August	(S)TASB	Summative - Compare data for prior year disciplinary offenses.
2. Follow district discipline policies as outlined in the TASB Model Student Code of Conduct, board policy, and the GISD discipline guidelines. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Asst. Supt. School Operations, Principal, Superintendent(s)	August to May	(L)GISD Policy Manual, (O)PEIMS 425 Record Report, (S)TASB	Summative - Compare data from prior year disciplinary offenses.
3. Develop additional discipline strategies within a defined matrix to reduce the number of discretionary DAEP placements. (Title I SW: 1) (Target Group: AA)	Asst. Supt. Administrative Leadership, Principal	August	(L)GISD Policy Manual, (O)PEIMS 425 Record Report	Summative - Reduce the number of discretionary DAEP placements for AA students by 50%.
4. Conduct meetings with all students within the first week of school in order to communicate an established set of behavioral expectations for students at GISD (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Principal	First week of school	(L)Student Handbook , (O)Time	Summative - Reduced number of disciplinary referrals
5. Identify teachers in need of classroom management support (Title I SW: 1,4,9) (Target Group: All)	Assistant Principal(s), Director of Teacher Support and Parent Engagement	Monthly	(O)Region 7, (O)Time, (O)Training Documents	Summative - Reduction in disciplinary incidents from identified teachers' classroom
6. Maintain consistent discipline management and sexual harassment policies that align with the district policies for discipline management; review discipline data and procedures with the leadership team two times per semester to monitor consistency with assignments and PEIMS data entry (Title I SW: 1) (Target Group: All)	Assistant Principal(s), PEIMS Coordinator, Principal	Quarterly	(O)PEIMS 425 Record Report	Summative - Accuracy rates for discipline coding
7. Monitor student behavior in hallways during transitions and in cafeteria during lunch; implement fair and consistent policies/procedures for holding students accountable for tardies, dress code, cell phones, respectful/appropriate school behavior throughout all buildings (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Campus Staff, Principal	daily	(O)Time	Summative - Decrease in number of office referrals during the specified periods and/or physical areas

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- Objective 2.** Reduce by 10% the referrals for serious disciplinary offenses and number of students who commit the offenses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Collect data that indicates that the campuses have identified their crisis team. All administrators will be trained in the use of the Restraint Form. All crisis teams will be trained in the appropriate CPI techniques to manage student crisis on campus. (Title I SW: 4) (Target Group: All)	Assistant Principal(s), Principal	August-September	(O)Time, (O)Training Documents	Summative - Training certificates
9. Contract with Next Step Community Solutions to provide students with up to 216 hours of individualized Mental Health Counseling. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, Counselor(s), Principal	August - May	(F)Title IV - \$11,880	Visitation logs and incremental reports provided by Next Step Community Solutions.



# GILMER ISD

- Goal 1.** Gilmer ISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.
- Objective 3.** Develop partnerships with law enforcement, governmental entities, parents, and community to provide a safe and orderly educational environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Partner with Upshur County Cooperative DAEP to provide educational services to students who need temporary alternative disciplinary placements. (Title I SW: 1,2,3,9) (Target Group: All)	Director of Special Education, Principal	Monthly	(S)State Compensatory - \$78,101	Summative - 50% decrease in 425 discretionary disciplinary placements.
2. Provide education through programs and materials to students regarding dating violence prevention, suicide prevention, and conflict resolution. (Title I SW: 1,10) (Target Group: All)	Counselor(s), Principal, School Nurse	August to May	(L)ETCADA, (L)GISD Policy Manual, (L)Student Handbook , (O)Region 7, (O)Time, (S)Local Funds	Summative - 50% decrease in 425 disciplinary offenses; number of referrals to counselors for mental health issues.
3. Partner with the Upshur County Sheriff's Department to provide SRO officers for each campus to maintain an orderly environment. (Title I SW: 9,10) (Target Group: All)	Principal, SRO Officer, Superintendent(s)	August	(S)Local Funds	Summative - 50% decrease in 425 disciplinary offenses.
4. Partner with ETCADA for drug and alcohol counseling for students and families. (Title I SW: 6,9) (Target Group: All)	Counselor(s), Longview Wellness Center, Principal	Monthly	(L)ETCADA	Summative - 50% decrease in drug and alcohol disciplinary offenses.
5. Provide a one-way entrance to elementary and intermediate campuses after 9:00 a.m. to ensure safety of students. (Title I SW: 1) (Target Group: All)	Asst. Supt. School Operations, GES Principal, GIS Principal, Superintendent(s)	August to May	(S)Local Funds	Summative - Number of incidents is zero.
6. Ensure that required training is provided to increase staff, student, and parent awareness regarding sexual abuse and other maltreatment of children, including prevention techniques and knowledge of likely warning signs. (Target Group: All)	Asst. Supt. Curriculum/Instruction, Superintendent(s)	August to November	(O)Professional Development, (O)Training Documents	Summative - Training certificates.
7. Provide programs, strategies, and activities to increase awareness regarding internet safety for youth. (Target Group: All)	Assistant Principal(s), Campus Staff, Counselor(s), Principal	Once a semester	(O)Time, (O)Training Documents	Summative - Zero incidents of internet abuse

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**Goal 1.** Gilmer ISD will ensure a safe school environment for students, staff, and community members by implementing both current and new initiatives to address safety concerns, keeping safety a top priority.

**Objective 4.** The district will achieve a goal of zero incidents of harassment and/or bullying

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Require awareness training and education for campus staff regarding bullying and harassment (Title I SW: 4) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Principal	By the end of November	(O)Region 7	Summative - Staff Certificates when E-Training Sessions over the two topics are complete
2. Train staff within the first weeks of school on how to identify, report and intervene in a bullying incident/situation follow the specific campus procedures (Title I SW: 1,4) (Target Group: All)	Assistant Principal(s), Counselor(s), Principal	The first 3 weeks of school	(L)GISD Policy Manual, (O)Time, (O)Training Documents	Summative - Reduce the number of bullying incidents on campus
3. Principals will provide student expectations to students within the first week of school in order to define bullying/harassment behaviors, outline consequences when students violate the code of conduct, review reporting procedures (including a method of anonymous reporting) and provide students with preventative measures to combat bullying. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Principal	First week of school	(O)Time	Summative - Decrease in the total number of bullying and harassment incidents on campus
4. Timely and thoroughly investigate and document any report of bullying/harassment, including incidences involving social media on or off campus in compliance with David's Law. Purchase the Stop!t App for students to report bullying anonymously. Administrators will apply interventions when/where necessary and work with law enforcement as needed. Administrators and/or counselors will contact parents in regards to situations that could turn into bullying or have been declared bullying/harassment. As per state requirement, both the victim and the offender will receive counseling from a counselor if they have been involved in a bullying/harassment incident. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Principal	As incidents occur	(O)Time, (S)Local Funds	Summative - Reduced number of bullying/sexual harassment incidents on campus

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Provide counseling for students affected by bullying, sexual abuse, discrimination, and harassment. (Title I SW: 1) (Target Group: All)	Counselor(s)	When service is required	(O)Time	Summative - Counseling sessions provided
6. Provide information to parents on the district policy concerning harassment and bullying (Title I SW: 1) (Target Group: All)	Principal	Beginning of fall semester	(L)GISD Policy Manual, (L)Student Handbook , (O)Parent Conferences	Summative - Documentation of communications sent to parents

# GILMER ISD

**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 1.** Build a strong, rigorous curriculum (PK-12) consisting of reading, writing, mathematics, history, science, fine arts, foreign language, technology, and wellness so that 100% of students will pass each state assessment and graduate from high school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will implement curriculum documents (pacing calendar, scope and sequence, instructional focus documents, snapshots, year at a glance) in team planning and instruction. (Title I SW: 1,2,3,5,8,9) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Weekly	(L)District Curriculum Documents - Website, (L)Team Planning Meetings	Summative - Student achievement will increase to 90% or greater on state assessment.
2. Provide opportunities for teachers to give feedback and revision suggestions on curriculum documents. (Title I SW: 1,2,3,4,8,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Principal, Teacher(s)	March - May	(O)Time	Summative - Students will score 90% or above on unit assessments and district benchmarks.
3. Teachers will use the district curriculum documents for planning and instruction. (Title I SW: 1,2,3,4,7,8,9) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Weekly during team meetings	(L)District Curriculum Documents, (L)Team Planning Meetings	Summative - Student achievement will increase to 90% on unit tests.
4. Implement math instruction using manipulatives to take learning from the concrete to the pictorial to the abstract. (Title I SW: 1,2,8,9) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Weekly	(L)District Curriculum Documents, (O)Region 7	Summative - Lesson plans, units of instruction, and walkthrough documents.

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>5. Provide an additional planning period to plan instruction that targets the needs of all students by:</p> <ol style="list-style-type: none"> <li>1. Breaking down the TEKS to ensure instruction matches the rigor of the TEKS</li> <li>2. Following the backward design process to ensure alignment to instruction</li> <li>3. Developing lessons that maximize student engagement</li> <li>4. Incorporating higher order thinking skills</li> <li>5. Disaggregating data to scaffold instruction to meet the needs of at-risk students</li> <li>6. Developing hands-on activities</li> <li>7. Planning instructional strategies to meet the needs of all students</li> <li>8. Determining appropriate formative and summative assessment and developing intervention strategies that result from the assessment data</li> <li>9. Assisting with student goal setting</li> <li>10. Engaging in job-embedded professional development for continuous improvement for working with at-risk students</li> </ol> <p>(Title I SW: 1,3,10) (Target Group: AtRisk)</p>	Principal, Superintendent(s)	Daily	(S)Local Funds	Summative - 90% of at-risk students will meet or exceed the state passing rate on the state assessment.
<p>6. Implement common planning periods for core teachers at all campuses. (Title I SW: 1,2,4,6,8,9) (Target Group: All)</p>	BJH Principal, GES Principal, GHS Principal, GIS Principal	August to May	(O)Professional Development	Summative - 90% of students will meet or exceed the state standard on state assessment.
<p>7. Implement a literacy plan across all grade levels. (Title I SW: 3) (Target Group: All)</p>	Director of Literacy, Principal, Teacher(s)	Weekly	(L)Lesson Plans, (O)Time	Summative - 90% of students will meet or exceed the standard on the state assessment.
<p>8. Compare instructional calendar with weekly lesson plans and revise to ensure tight curriculum alignment. (Title I SW: 1,4,8) (Target Group: All)</p>	Asst. Supt. Curriculum/Instruction, Core Subject Teachers, Director of Instruction/Assessment	Weekly	(L)District Curriculum Documents, (O)DMAC	Summative - Completed, revised curriculum documents.

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**Objective 1.** Build a strong, rigorous curriculum (PK-12) consisting of reading, writing, mathematics, history, science, fine arts, foreign language, technology, and wellness so that 100% of students will pass each state assessment and graduate from high school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Purchase Learning A to Z for teachers at the elementary, intermediate, and junior high campuses to use as an additional resource for reading across the content areas. (Title I SW: 1,3,8,9) (Target Group: All, ECD)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, Teacher(s)	August to May	(F)Title I, Part A - \$11,336.85	Summative - Number of teachers using resource and number of books prepared and sent home with students.
10. Continue to implement Assessment for Learning strategies to identify learning targets and to determine formative and summative assessment practices to determine student learning. (Title I SW: 2,3) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Weekly	(L)Team Planning Meetings	Summative - Students will score in the blue and green zones on each of the unit assessments and district benchmarks.
11. Provide reading materials and other language tools to supplement the English language program in ESL classrooms, thereby exposing students to a variety of genres and literature. (Title I SW: 1,9,10) (Target Group: ESL, LEP)	Director of Instruction/Assessment, Teacher(s)	August to May	(F)Title III, LEP - \$2,580, (S)Local Funds	Summative - 100% of ELL students will meet or exceed the standard on TELPAS and state assessment.
12. Continue to implement instructional plans for library and district-wide instructional expectations. (Title I SW: 1,2,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Principal, Teacher(s)	Train in August and implement remainder of year	(L)District Curriculum Documents	Summative - Monitor implementation through lesson plans and classroom walkthroughs.
13. Utilize instructional software to enhance LEP student's language acquisition. (Title I SW: 1,2,9,10) (Target Group: ESL, LEP)	Director of Instruction/Assessment, Teacher(s)	August to May	(F)Rosetta Stone, (F)Title III, LEP - \$4,972	Summative - Increase language acquisition for ELL students so that 100% will meet or exceed the standard on TELPAS and state assessment.
14. Contract with Region VII for the TEKS Resource System to provide teachers with curriculum and assessment support. (Title I SW: 1,3,8,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Superintendent(s)	September	(F)Title I, Part A - \$13,310, (O)Region 7	Summative - Students will exceed the met standard expectation for the current phase-in on state assessment.

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- Objective 1.** Build a strong, rigorous curriculum (PK-12) consisting of reading, writing, mathematics, history, science, fine arts, foreign language, technology, and wellness so that 100% of students will pass each state assessment and graduate from high school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Teachers will use the TEKS breakdown process during team planning for instruction to ensure that the instruction is meeting the level of the TEKS. (Title I SW: 1,3,6,8,9) (Target Group: All)	BJH Principal, GES Principal, GHS Principal, GIS Principal, Instructional Coaches	Weekly	(L)District Curriculum Documents	Summative - Teacher understanding of the TEKS directly impacts student achievement in the classroom. Unit assessments, lesson plans, and classroom walkthroughs will reflect strong instruction.  Summative: 100% of all student groups will demonstrate growth on STAAR.
16. Implement the Abydos Pro resources and the Writing Academy resources into the curriculum to enhance the rigor of writing instruction. (Title I SW: 1) (Target Group: All, AA, ECD, LEP)	Asst. Supt. Curriculum/Instruction	August to May	(O)Time	Summative - All student groups will achieve "meets grade level expectations" in writing on STAAR exams.

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**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 2.** Increase college awareness to encourage 100% student participation for college and secondary education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Increase performance and number of Gilmer High School students who take college admissions tests. (Title I SW: 1,2) (Target Group: All)	Assistant Principal(s), Principal	Spring	(S)Local Funds	Summative - Increase number of students taking college entrance exams and increase performance as compared with state and national scores.
2. Provide funds for all 10th & 11th grade students to take the PSAT. (Title I SW: 1) (Target Group: All)	GHS Principal, High School Counselor(s), Superintendent(s)	October	(S)Local Funds	Summative - Increase number of students taking college prep entrance exams.
3. Provide an additional college ready counselor at high school. (Title I SW: 1) (Target Group: All)	GHS Principal	August to May	(F)Title I, Part A - \$67,673, (S)FTE - 1	Summative - Increase number of students who enter post-secondary education.
4. Provide funds for 8th graders to take the PSAT to qualify for Duke Scholars Program. (Title I SW: 1) (Target Group: All)	BJH Principal, Counselor(s)	October	(S)Local Funds	Summative - Increase number of students participating in college preparedness.
5. Host college Night information on Admissions and Financial Aid for students and parents. (Title I SW: 6) (Target Group: All)	Counselor(s), GHS Principal, High School Counselor(s)	Fall and Spring	(O)Time	Summative - Increase number of students who plan to attend post-secondary education.
6. Participate in Greater Longview Organization for Business and Education (GLOBE) Career Expo (Target Group: All)	Counselor(s), Director of Instruction/Assessment, GHS Principal, High School Counselor(s)	March	(O)Time	Summative - Increase number of students who enroll in post-secondary education.
7. Monitor career pathways and technology education opportunities. (Title I SW: 1) (Target Group: All, CTE)	CTE Director, High School Counselor(s)	Each six weeks	(S)Local Funds	Summative - Increase number of students who continue post-secondary education.
8. Continue the TSI and college entrance exams test Center at Gilmer High School. (Title I SW: 1,2) (Target Group: All)	High School Counselor(s)	College Board Testing Calendar	(O)Time	Summative - Records indicating the number of students who take college entrance exams.
9. Prepare and distribute newsletter to parents and students listing scholarship opportunities. (Title I SW: 1,6) (Target Group: All)	Assistant Principal(s), High School Counselor(s), Principal	Monthly	(O)Time	Summative - Number of scholarships awarded to students.
10. Partner with colleges to provide dual credit opportunities for students. (Title I SW: 1,2) (Target Group: All)	GHS Principal, High School Counselor(s)	August to May	(O)Time	Summative - Number of students enrolled and successful in dual credit courses.



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- Objective 2.** Increase college awareness to encourage 100% student participation for college and secondary education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Provide career education to assist students in developing knowledge, skills, and competencies necessary for broad range of career opportunities. (Target Group: All)	Campus Staff, Counselor(s), CTE Director	Quarterly	(O)Time, (O)Training Documents, (S)Local Funds	Summative - Increase in career ready certificates earned
12. Utilize strategies for providing middle, junior high and high school students, those students teachers and counselors, and those students parents information about: -higher education admissions and financial aid opportunities -the TEXAS grant program and the Teach for Texas grant program established under Chapter 56 -the need for students to make informed curriculum choices to be prepared for success beyond high school -sources of information on higher education admissions and financial aid (Target Group: All)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, Campus Staff, Counselor(s), CTE Director, Principal, Superintendent(s)	Quarterly	(O)Time, (O)Training Documents	Summative - Increased number of students meeting college and readiness standards on state assessment.

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**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 3.** Fortify the PreK - K transition and the K - 3 academic program to ensure that 100% of students are reading at grade level by 3rd grade.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide dyslexia screening and services to identified students. (Title I SW: 1,3,9) (Target Group: Dys)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, Counselor(s), Dyslexia Therapist, Principal	August to May	(S)Local Funds	Summative - 100% of identified students will pass both six week assessments and state assessments.
2. Implement balanced literacy instruction at PreK to grade 4. (Title I SW: 1,2) (Target Group: All)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, Principal, Teacher(s)	Daily	(L)District Curriculum Documents, (L)Team Planning Meetings, (O)Professional Development	Summative - Student achievement will increase to 90% or greater on the state assessment.
3. Provide intervention teachers to work with students in literacy and math groups at grades K-4. (Title I SW: 9,10) (Target Group: AtRisk)	GES Principal, Teacher(s)	Weekly	(S)FTE - 11.2, (S)State Compensatory - \$385,000	Summative - Teacher records of student intervention results.
4. Implement the Texas Early Education Model for PreK instruction. (Title I SW: 3) (Target Group: ECD, PRE K)	Teacher(s)	Weekly	(S)FTE - 8, (S)State Compensatory - \$193,403	Summative - 100% of PreK students will have the readiness skills to be successful in kindergarten.
5. Employ instructional strategies and assessments to meet the kindergarten readiness standards. (Title I SW: 1,2,3) (Target Group: ECD, AtRisk, PRE K)	Principal, Teacher(s)	Weekly	(O)Region 7	Summative - PreK students will have the skills necessary to be successful in kindergarten.
6. Employ instructional strategies and assessments to meet the prekindergarten guidelines and to become Texas School Ready. (Title I SW: 1,3,7,8) (Target Group: PRE K)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, GIS Principal, Teacher(s)	October/January/ April	(O)Region 7, (S)CLI Engage Assessment	Summative - 100% of PreK students will have the readiness skills to be successful in kindergarten.
7. Employ reading specialist to assist teachers with assessing students in grades K-4 for I-Station and Fountas and Pinnell to ensure accurate reading levels and to provide professional development for teachers in learning how to group students to improve reading instruction and to increase student reading levels. (Title I SW: 1,3,8) (Target Group: All)	GES Principal	August to June	(S)Local Funds	Summative - 100% of students are reading on grade level.

# GILMER ISD

- Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.
- Objective 4.** Reduce the achievement gap as measured by the state assessment in all subgroups by 60%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Employ additional teachers to supplement math and English instruction through send-in support at grades 5-12 (Title I SW: 3) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	August to May	(S)Local Funds	Summative - Student achievement will increase to 90% or greater on the state assessment.
2. Provide tutorials for students who need additional instruction during school day. (Title I SW: 2,9,10) (Target Group: All)	Principal	September to May	(S)Local Funds	Summative - Tutorial attendance records.
3. Provide accelerated instruction plans for each student who did not meet the standard on state assessment. (Title I SW: 8,9,10) (Target Group: AtRisk)	Principal, Teacher(s)	July/August	(L)GISD Policy Manual, (O)RTI Process, (O)Time	Summative - Accelerated instruction plans
4. Provide accelerated or remediation instruction for any student who did not meet the standard on STAAR. (Title I SW: 1,2,3,8,9) (Target Group: AtRisk)	Asst. Supt. Curriculum/Instruction, Principal, Teacher(s)	August to May	(L)Class Rosters/Schedules, (L)Istations	Summative - 90% of students will meet the standard on state assessment.
5. Provide summer school program for eligible LEP students. (Title I SW: 1,5,10) (Target Group: LEP)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment	June and July	(S)Local Funds	Summative - Attendance records.
6. Purchase supplemental resources to support math and reading for students at grades 5 - 8. (Title I SW: 1,8,9,10) (Target Group: All)	Asst. Supt. Curriculum/Instruction, BJH Principal, GIS Principal	September	(S)IMA Funds	Summative - Students in grades 5 - 8 will meet the standards on state assessment in math and reading.
7. Provide summer school for at-risk students. (Title I SW: 1,2,3,8,9) (Target Group: AtRisk)	Asst. Supt. Curriculum/Instruction	June/July 2016	(S)FTE - 9.5, (S)State Compensatory - \$17,985	Summative - Students will meet the standards on state assessment in math and reading.

# GILMER ISD

**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 5.** Differentiate instruction to accommodate learning styles and to meet the needs of 100% of our students in order to maximize their opportunities to excel.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement inclusion at all campuses. (Title I SW: 1,2,3,8,10) (Target Group: SPED)	Assistant Principal(s), Principal	August to May	(O)Professional Development, (O)Region 7, (O)RTI Process, (S)IDEA Special Education	Summative - Special needs student in regular classrooms will score 70% or better on six week assessments and the state assessment.
2. Provide homebound services to provide instruction to students who are unable to attend school due to illness. (Title I SW: 3) (Target Group: AtRisk)	Director of Teacher Support and Parent Engagement, Superintendent(s)	Annually	(S)FTE - 0.6, (S)State Compensatory - \$26,700	Summative - 100% of students served by homebound teacher are promoted to next grade level or receive high school credit.
3. Provide opportunities for GT students to participate in Performance-Based Learning tasks through Defined STEM online platform. (Title I SW: 1,2,3,10) (Target Group: GT)	Teacher(s)	Weekly	(O)Region 7, (S)Local Funds	Summative - 90% of identified GT students in grades K-8 will participate in a showcase of student work.
4. Provide dyslexia instruction for identified students with certified language therapist. (Title I SW: 1,2,8,9,10) (Target Group: Dys)	Asst. Supt. Curriculum/Instruction, Counselor(s), Dyslexia Therapist, GES Principal	August to May	(S)Local Funds	Summative - Formative: 100% of identified students complete dyslexia program and gain the coping skills necessary to continue their education successfully. Student achievement will increase to 90% or greater on the state assessment.
5. Provide GT teachers to serve identified GT students at grades K - 8. AP- trained teachers will serve students in grades 9-12. (Title I SW: 3) (Target Group: GT)	Asst. Supt. Administrative Leadership	September - August	(S)Local Funds	Summative - Students will meet state GT performance standards.
6. Provide differentiated instruction for identified G/T students. (Title I SW: 10) (Target Group: GT)	Asst. Supt. Administrative Leadership, Principal, Teacher(s)	August to May	(L)District Curriculum Documents, (O)Region 7	Summative - Lesson plans and classroom walkthroughs.
7. Provide staff development regarding the identification of potential G/T students. (Title I SW: 1,4,8,10) (Target Group: GT)	Asst. Supt. Administrative Leadership	November to March	(O)Region 7	Summative - Number of nominated students compared to the number of identified students.

# GILMER ISD

- Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.
- Objective 5.** Differentiate instruction to accommodate learning styles and to meet the needs of 100% of our students in order to maximize their opportunities to excel.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Identified G/T students will be served at the elementary through a pull-out program and at grades 5 - 8 in an enrichment class. GT students in grades 9-12 will be served through the Advanced Placement Program. (Title I SW: 1,10) (Target Group: GT)	Teacher(s)	August to May	(S)Local Funds	Summative - All identified students remain in program for the entire school year.
9. Provide ELPS strategies training for all instructional personnel in all subject areas. (Title I SW: 1,4,10) (Target Group: LEP)	Asst. Supt. Curriculum/Instruction	January	(O)Region 7	Summative - Staff development agenda, sign-in sheets, attendance certificates.
10. Implement ELPS strategies in all classrooms to improve instruction for LEP students as well as all other students. (Title I SW: 1,9,10) (Target Group: LEP)	Principal, Teacher(s)	February to May	(L)District Curriculum Documents, (O)Region 7	Summative - Lesson plans, walkthroughs, team meetings
11. Encourage all current elementary teachers and all ELA teachers at grades 5 - 12 to obtain ESL supplemental certification within 2 years. (Title I SW: 1) (Target Group: LEP)	Superintendent(s)	2018-2020	(O)Region 7, (S)Local Funds	Summative - Number of teachers obtaining ESL supplemental certification.
12. Encourage all new hires to obtain ESL supplemental certification within 2 years from date of hire. (Title I SW: 1,3,10) (Target Group: LEP)	Superintendent(s)	2 years from date of hire	(O)Region 7	Summative - Number of teachers obtaining ESL supplemental certification.
13. LEP Parent meetings will be held to review and evaluate the programs, strategies, and activities implemented for the school year (Target Group: LEP)	Campus Staff, Counselor(s), Director of Instruction/Assessment	Quarterly	(O)Survey	Summative - Improved scores on STAAR and TELPAS Assessments
14. District in conjunction with the parents of GT students will evaluate the effectiveness of the GT program annually (Target Group: GT)	Asst. Supt. Administrative Leadership	End of Spring Semester	(O)Survey	Summative - Results of parent survey

# GILMER ISD

**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 6.** Implement an extensive assessment and evaluation system that measures student achievement including student fitness, teacher effectiveness, and program success for 100% of teachers and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Develop district and campus assessment calendars. (Title I SW: 8) (Target Group: All)	Director of Instruction/Assessment	August	(O)District Website	Formative - District and campus assessment calendars.
2. Access and utilize TARGET System for unit instructional assessments to monitor mastery of the curriculum. (Title I SW: 1,2,8,9) (Target Group: All, H, W, AA, ECD, LEP, SPED, AtRisk)	Director of Instruction/Assessment, Director of Technology	Every 9 weeks	(S)Local Funds	Summative - Percent of teachers using the TARGET system for data disaggregation to make instructional decisions.
3. Contract with Region VII to purchase DMAC suite to disaggregate data to assist in making appropriate instructional decisions. (Title I SW: 1,8,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction	August to July	(F)Title II, A Principal and Teacher Improvement - \$6,168, (O)Region 7	Summative - Data day reports, team planning minutes, Rtl progress monitoring reports.
4. Develop and implement instructional support process to identify students needing additional instructional services. (Title I SW: 1,2,8,9) (Target Group: All, H, W, AA, ECD, ESL, SPED, AtRisk)	Principal, Teacher(s)	September to May	(O)DMAC, (O)RTI Process	Summative - Teacher records of student interventions.
5. Assess students in reading using I-Station and Fountas and Pinnell in grades K-6. (Title I SW: 8) (Target Group: All)	GES Principal, Teacher(s)	BOY/MOY/EOY	(F)Learning A to Z, (L)Istations, (L)Leveled Readers, (O)LLI	Summative - Students will score above the 50th percentile on the I-Station ISIP.
6. Administer STAAR Mock Tests to students in grades 3-10 to assess grade-level and content area knowledge and skills. (Title I SW: 8) (Target Group: All, H, W, AA, ECD, LEP, AtRisk)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Instructional Coaches	September/January	(L)District Curriculum Documents, (O)State Assessment Data	Summative - Students will score 70% or above on the appropriate assessments.
7. Teachers will develop unit assessments to measure progress toward SMART Goals/GAN. (Title I SW: 1,8,9) (Target Group: All, H, W, AA, ECD, LEP, SPED, AtRisk)	Assistant Principal(s), Instructional Coaches, Principal, Teacher(s)	Each six weeks	(L)District Curriculum Documents, (L)TARGET, (L)Team Planning Meetings	Summative - Student achievement will increase to 90% or greater on the state assessment.
8. Analyze data to determine SMART Goal GAN. (Title I SW: 1,2) (Target Group: All, H, W, AA, ECD, LEP, SPED, AtRisk)	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, Principal, Superintendent(s), Teacher(s)	August and each six weeks	(O)Instructional Survey, (O)State Assessment Data	Formative - Campus and grade level goal trees that are continuously monitored throughout the year.

# GILMER ISD

**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 6.** Implement an extensive assessment and evaluation system that measures student achievement including student fitness, teacher effectiveness, and program success for 100% of teachers and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Monitor achievement using the SMART goals process. (Title I SW: 8,10) (Target Group: All, H, W, AA, ECD, LEP, SPED, AtRisk)	Assistant Principal(s), Principal, Teacher(s)	Each six weeks	(L)TARGET, (L)Team Planning Meetings, (O)Report Cards/Progress Reports	Summative - Six Week Grades; Six Week Assessment Results; Results Graphs
10. Utilize the student fitness assessment data, and school health index assessment and planning tool (Title I SW: 1) (Target Group: All)	Campus Staff, Principal	Beginning of fall semester; end of spring semester	(S)FITNESSGRAM	Summative - Improved rates in student participation in moderate to vigorous physical activity
11. Implement strategies recommended by the local school health advisory council as documented in the district health curriculum (Target Group: All)	Asst. Supt. Curriculum/Instruction, Principal, Superintendent(s)	Quarterly	(L)GISD Policy Manual, (O)Time, (O)Training Documents	Summative - Strategies communicated and implemented
12. Contract with Region X to purchase the TEKS bank and STAAR Testmaker assessment tools for teachers to use to develop TEKS-based assessments. (Title I SW: 8) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Superintendent(s)	September	(F)Title I, Part A - \$6,708	Summative - Assessment documents.
13. Implement the Circle Progress Monitoring System through the Children's Learning Institute Platform (CLI Engage) for all Pre-K and Head Start students.	Assistant Principal(s), Asst. Supt. Curriculum/Instruction, GES Principal	Three times per year	(S)CLI Engage Assessment	Summative - 100% of students will score in the "proficient" range in demonstrating the knowledge and skills necessary to enter Kindergarten.
14. Students will be assessed to measure their current level and future growth in Math and Reading from grades K-10 and in Science from grades 3-8 with the Measure of Academic Progress (MAP) Assessment Suite. (Title I SW: 8)			(F)Title I, Part A - \$29,162.50	Summative - Fall, Winter, and Spring District Reports

# GILMER ISD

**Goal 2.** Gilmer ISD students will receive a quality education with rigorous instructional standards that adequately prepares them for the college and career of their choice.

**Objective 7.** Gilmer ISD will improve student performance in math and reading to meet 50% state and 75% (federal) requirements.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will employ a data specialist to assist with instruction at the Intermediate campus. (Title I SW: 2,3,4,6) (Target Group: AtRisk)	GIS Principal	August to May	(S)Local Funds	Summative - Student performance for at-risk students will increase by 10% in reading/math/science.
2. Utilize vertical alignment documents to assist teachers with student expectations prior to the grade level they teach and after the grade level they teach. (Title I SW: 1,3,4,10) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Instructional Coaches, Teacher(s)	August to May	(L)Lesson Plans, (L)Team Planning Meetings	Summative - Teacher groups will use these documents in their weekly planning meetings and for determining student interventions.
3. Teachers will conduct guided reading groups at the elementary and intermediate campuses for all students. (Title I SW: 1,3,4,6,8,9) (Target Group: All)	Teacher(s)	August to May	(O)Time	Formative - Each six weeks, teachers will record reading levels for all students on the report card to communicate progress to parents.
4. Offer after school professional learning sessions for reading, math, writing, and classroom management strategies to increase teacher efficacy in their content and classroom environment. (Title I SW: 3,4) (Target Group: All)	Asst. Supt. Curriculum/Instruction	October to May	(O)Time	Summative - Teachers may accumulate up to 12 professional learning hours. The greatest benefit of after-school professional learning is that teachers have opportunities to put new learning into practice immediately.
5. Gilmer ISD will employ Instructional Coaches to assist with instruction in core content in grades PK-12. (Title I SW: 1,3,4,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction	August-May	(F)Title I, Part A - \$205,482, (S)FTE - 7, (S)State Compensatory - \$203,673	Summative - 50% increase in math, writing, reading, science, and social studies on state assessment.



# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 1.** Strengthen the District's Professional Development Model to focus on core content for the purpose of 100% collaboration between and among professionals with an emphasis on recruiting, supporting, and retaining new teachers, and continuing to participate in the state/region's minority recruitment efforts.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Contract with Region VII cooperative for professional development services: Academic Content Cooperative; GT Cooperative; Health; Early Childhood Cooperative; Administrative Leadership Cooperative Cooperative; Fine Arts Cooperative; Guidance and Counseling; Discovering Education; and Digital Learning. (Title I SW: 4) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Superintendent(s)	September	(F)Title I, Part A - \$5,688, (F)Title II, A Principal and Teacher Improvement - \$50,594	Summative - Increased student achievement.
2. Contract with Region VII for eTrain Advantage to provide training for sexual harassment, child sexual abuse, special education, ethics, peer abuse and bullying, and blood borne pathogens. (Target Group: All)	Asst. Supt. Curriculum/Instruction	August 1 - November 21	(F)Title II, A Principal and Teacher Improvement - \$6,050	Summative - Certificates of completion.
3. Staff will use one 45-minute planning period for job-embedded staff development. (Title I SW: 4) (Target Group: All)	Principal	Weekly	(L)Class Rosters/Schedules, (L)Team Planning Meetings	Summative - 100% of students will meet or exceed the passing standard on state assessment.
4. Provide confidentiality training for all professional staff through eTrain online professional development. (Title I SW: 1,2) (Target Group: All, SPED)	Asst. Supt. Curriculum/Instruction, Director of Special Education	August to November	(O)Region 7	Summative - 100% participation in online training sessions.
5. Contract with Region VII for the Bilingual/ESL Cooperative to provide professional development for teachers of ELL students. (Title I SW: 3,4,10) (Target Group: LEP)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Superintendent(s)	September	(F)Title III, LEP - \$3,180, (O)Region 7	Summative - 100% of ELL students will meet the standard on state assessment and TELPAS
6. Assign instructional coaches to teachers new to the district. Coaches will also support teachers with 1 - 2 years of experience to help retain teachers and to work with teachers in the areas of content, classroom management, instruction, and formative assessment. (Title I SW: 3,4,8,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Teacher Support and Parent Engagement	August to June	(F)Title I, Part A, (S)FTE - 6, (S)State Compensatory	Summative - 100% of teachers receiving coaching will give positive responses on the end of the year survey.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 1.** Strengthen the District's Professional Development Model to focus on core content for the purpose of 100% collaboration between and among professionals with an emphasis on recruiting, supporting, and retaining new teachers, and continuing to participate in the state/region's minority recruitment efforts.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Design and publish a Coaching Request Form on the GISD website where teachers not assigned a coach can request a coach for intermittent or continuous coaching. (Title I SW: 3,4,8,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Teacher Support and Parent Engagement	August to May	(O)Time	Summative - 100% of teacher requests will be honored.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 2.** Provide targeted staff development for 100% of faculty and staff delivered in various formats and time frames to train and encourage teachers to use instructional strategies that expand student thinking and that address all student groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement focused staff development plan. (Title I SW: 4) (Target Group: All)	Asst. Supt. Curriculum/Instruction	August to June	(O)Professional Development	Summative - 100% of students will meet or exceed the standard on state assessment.
2. Design a professional development calendar. (Title I SW: 4) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Director of Teacher Support and Parent Engagement, Superintendent(s)	March	(O)Time	Summative - 100% of students will meet or exceed the standard on state assessment.
3. Provide differentiated instructional strategies for all staff. (Title I SW: 4) (Target Group: All, GT)	Asst. Supt. Curriculum/Instruction, Principal, Teacher(s)	August	(O)Professional Development	Summative - 100% of students will meet or exceed the standard on state assessment.
4. Provide training in modifications and accommodations for special needs children for all professional staff. (Title I SW: 1,2) (Target Group: SPED)	Diagnosticians, Director of Special Education	August	(O)Professional Development	Summative - 100% attendance and participation in training sessions.
5. Provide CPI training for selected staff members. (Title I SW: 1) (Target Group: SPED)	Assistant Principal(s), Director of Special Education, Paraprofessionals, Principal, Teacher(s)	August and January	(S)IDEA Special Education	Summative - 100% of selected staff members pass assessment following training.
6. Encourage all ELA teachers to attend the Abydos Literacy Learning Institute. (Title I SW: 4) (Target Group: All)	Asst. Supt. Curriculum/Instruction	July, 2016	(S)Local Funds	Summative - 100% of students will meet or exceed the standard on the reading and writing state assessment.
7. Provide staff development for student engagement strategies and thinking routines for all instructional staff. (Title I SW: 3,4) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment	August	(O)Professional Development, (O)Time	Summative - Staff development survey and walkthroughs by campus administrators, curriculum coordinators, and central office personnel.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 2.** Provide targeted staff development for 100% of faculty and staff delivered in various formats and time frames to train and encourage teachers to use instructional strategies that expand student thinking and that address all student groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Provide professional development for administrators, curriculum coordinators, and central office personnel on reviewing student engagement strategies noted in classroom walkthroughs, team meetings, and documented visible thinking. (Title I SW: 1,2,4,10) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment	August, October, December, February, April,	(O)Professional Development, (O)Time	Formative - Evidence of student thinking - actual examples, pictures, electronic submission for review.
9. Teach additional thinking routines to administrative staff to take back to the teachers during campus staff development. (Title I SW: 2,3,4,8) (Target Group: All)	Academic Coordinators, Assistant Principal(s), Department Heads, Director of Instruction/Assessment, Principal	August, October, December, February, April	(O)Professional Development, (O)Time	Summative - District checklist; Classroom walkthroughs; Agendas for campus staff development activities
10. Provide staff development opportunities for campus administrators to ensure coordination of management and instructional strategies to improve the campus environment, and to keep administrators abreast of current research. (Title I SW: 1) (Target Group: All)	Asst. Supt. Administrative Leadership, Asst. Supt. Curriculum/Instruction	July - June	(F)Title II, A Principal and Teacher Improvement - \$3,000	Formative - Minutes, agendas, certificates, and 3-year plan developed for campus improvement.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 3.** Increase percentage of highly qualified core academic subject area teachers on each campus to meet 100% by the end of 2015-2016 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide professional development opportunities to assist teachers in becoming highly qualified. (Title I SW: 3,4,5) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Principal	Monthly	(S)Local Funds	Summative - 100% of teachers and paraprofessionals are highly qualified on each campus.
2. Reimburse teachers when they pass the TEXES exam(s) to become highly qualified or to attain additional certification(s). (Title I SW: 1,3,4) (Target Group: All)	Asst. Supt. Curriculum/Instruction	Monthly	(S)Local Funds	Summative - 100% of professionals and paraprofessionals one each campus are highly qualified.
3. Provide new teacher mentorship program for teachers with zero experience. (Title I SW: 1,3,4,5) (Target Group: All)	Director of Teacher Support and Parent Engagement	Monthly	(O)Professional Development, (O)Time	Summative - Increase number of new teachers retained.
4. Expand and implement mentorship program for 2 years beyond the 1st year of teaching experience. (Title I SW: 3,4,5) (Target Group: All)	Director of Teacher Support and Parent Engagement	6 times a year	(O)Time	Summative - Program evaluation survey.
5. Cooperate with universities and region service centers to develop deficiency plans and alternative certification routes to increase the number of highly qualified teachers. (Title I SW: 3,4) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Superintendent(s)	Monthly	(O)Time	Summative - Increase number of highly qualified teachers to the profession.
6. Adjust teaching assignment to teachers who are highly qualified to the extent possible. (Title I SW: 3) (Target Group: All)	Principal	August/January	(L)Class Rosters/Schedules	Formative - 100% of professionals are highly qualified on each campus.
7. Provide planning sessions for each grade-level and/or department 50 minutes daily. (Title I SW: 1,3,4,5) (Target Group: All)	Principal, Superintendent(s)	Daily	(O)Time	Formative - Increase the amount of support for teacher collaboration with the purpose of retaining highly qualified staff.
8. Implement campus-specific staff development activities based on the comprehensive needs assessment. (Title I SW: 1,2,3,4) (Target Group: AA, ECD, AtRisk)	Principal	Monthly	(O)Region 7, (O)Time	Formative - 100% of teachers are highly qualified on each campus.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 3.** Increase percentage of highly qualified core academic subject area teachers on each campus to meet 100% by the end of 2015-2016 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Conference with teachers regarding classroom performance to identify strengths and weaknesses to improve professionally and to improve classroom instruction. (Title I SW: 1,3,4) (Target Group: All)	Assistant Principal(s), Asst. Supt. Administrative Leadership, Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Director of Teacher Support and Parent Engagement, Principal	Monthly	(O)Time	Summative - 100% of professional staff provide high quality instruction to students.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 4.** Ensure that low-income students and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Equally distribute students of all ethnicities and SES status among all teachers. (Title I SW: 3,5) (Target Group: H, W, AA, ECD, LEP, SPED, GT, M, F, AtRisk)	Counselor(s), Principal	August to May	(L)Class Rosters/Schedules	Formative - 100% of students are taught by highly qualified teachers.
2. Continue search for highly qualified bilingual/esl certified teachers. (Title I SW: 1,3,5) (Target Group: LEP)	Principal, Superintendent(s)	Monthly	(O)District Website, (O)Region 7, (O)TASA	Formative - Increase the number of highly qualified bilingual teachers.
3. Continue search for highly qualified science and math teachers. (Title I SW: 1,3,5) (Target Group: All)	Principal, Superintendent(s)	Monthly	(O)District Website, (O)Region 7, (O)TASA	Summative - Increase the number of highly qualified math and science teachers.
4. Participate in job fairs to search for new teachers to fill opening in all areas and to search for highly qualified teachers in high need areas. (Title I SW: 1,3) (Target Group: All)	Director of Teacher Support and Parent Engagement	November, February, March	(S)Local Funds	Summative - Number of teachers hired from job fair interviews.
5. Host Interview Day for potential candidates to interview with principals from each campus to hire quality teachers. Teachers hired based on their interviews on this day will receive \$500 in August during new teacher orientation. (Title I SW: 1,5) (Target Group: All)	Director of Teacher Support and Parent Engagement, Principal	April	(S)Local Funds	Summative - Increased number of early hires.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 5.** Attract and retain highly qualified teachers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Post available positions through the Region VII personnel cooperative, Gilmer ISD web site, and TASA web site. (Title I SW: 3) (Target Group: All)	Superintendent(s)	As positions become available	(O)District Website, (O)Region 7, (O)TASA	Summative - 100% of new employees are highly qualified.
2. Continue mentorship program, ie., stipends for mentors and mentees, training for mentors and mentees, regularly scheduled meetings and training sessions with mentors and mentees. (Title I SW: 3,5) (Target Group: All)	Director of Teacher Support and Parent Engagement	Monthly	(F)Title I, Part A - \$10,000	Summative - 100% of new employees are highly qualified and provide high-quality instruction.
3. Participate in six college and career fairs to recruit teachers for Gilmer ISD. (Title I SW: 3,5) (Target Group: All)	Director of Teacher Support and Parent Engagement	November to May	(S)Local Funds	Summative - Increase the number of applications and resumes from 63 to 75.
4. Conduct two Saturday Interview Days in the spring where principals from all campuses interview candidates for open teaching positions. (Title I SW: 3,5) (Target Group: All)	Asst. Supt. Curriculum/Instruction, BJH Principal, Director of Teacher Support and Parent Engagement, GES Principal, GHS Principal, GIS Principal	February/April	(O)Time	Summative - 50% of open positions will be filled.



# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 6.** Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers in cooperation with the campus principal develop individual plans to determine specific strategies to meet the highly qualified requirements. (Title I SW: 3,4) (Target Group: All)	Principal, Teacher(s)	August to May	(O)Region 7	Summative - 100% of professionals are highly qualified.
2. Work with universities and region service centers to develop deficiency plans and alternative certification routes to increase the number of highly qualified teachers. (Title I SW: 3,5) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Principal, Superintendent(s)	Monthly	(O)Time	Formative - 100% of staff are highly qualified.
3. Provide mentors to all new teachers in the district. (Title I SW: 3,4) (Target Group: All)	Principal	Every 3 months	(O)Time	Summative - 100% of professionals are highly qualified on each campus.

# GILMER ISD

**Goal 3.** Gilmer ISD will recruit and retain 100% Highly Qualified faculty, staff, and support personnel to improve student academic performance and to ensure that students graduate college and are career ready.

**Objective 7.** Provide a supportive, nurturing climate that promotes risk-taking and innovative thinking.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training for substitute teachers. (Title I SW: 1) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment	3 times per year	(O)Time	Summative - Increase quality of instruction during teacher absences.
2. Present Gilmer PRIDE awards for anyone in the district demonstrating special success. (Title I SW: 1,6) (Target Group: All)	Board of Trustees, Superintendent(s)	Monthly	(S)Local Funds	Summative - Increase recognition of staff.
3. Provide orientation training for teachers new to the district. (Title I SW: 4) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Director of Teacher Support and Parent Engagement, Director of Technology, Instructional Coaches	August	(S)Local Funds	Summative - Increase success and retention of new employees.

# GILMER ISD

**Goal 4.** Gilmer ISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

**Objective 1.** Involve all stakeholders in the development and implementation of a shared vision.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Communicate vision and belief statements to guide district direction. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	Board of Trustees, Superintendent(s)	August	(O)Time	Summative - Results on six week assessments and state assessment scores.
2. Campuses will identify and display Greatest Area of Need Goal Trees to focus on most critical instructional components needing special attention. (Title I SW: 1,2,6,8) (Target Group: AA, ECD)	Principal, SMART Goals Steering Committee, Superintendent(s), Teacher(s)	August	(O)Time	Summative - Campuses reach GAN targets and goals.
3. Promote school and district accomplishments in support of enhanced collaboration, partnerships, funding and recognition of leadership locally, regionally, and across the state. (Title I SW: 1,2,6) (Target Group: All)	Superintendent(s)	Monthly	(S)Local Funds	Summative - PRIDE awards for students and teachers. Employee and community member awards for going the extra mile for students and the school. Recognition in the district newsletter and in the local paper.
4. Increase frequency of communication to all Board of Education members, administrators, and teachers. (Title I SW: 1) (Target Group: All)	Superintendent(s)	Weekly	(O)Time	Formative - Communication from superintendent, attendance at campus team planning meetings, teacher group meetings.
5. Distribute campus newsletters to parents to keep them informed. Campus newsletters may be sent home with students, placed on the district website, or may be emailed to parents. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Principal	Each six weeks	(O)District Website, (O)Time	Summative - Number of newsletter communiques distributed to parents.
6. Utilize paraprofessionals and professionals as interpreters at campus events to further assist the non-English proficient students and their parents in communication and academics. (Title I SW: 1,10) (Target Group: LEP)	Director of Instruction/Assessment, Principal	Monthly	(F)Title III, LEP - \$250	Summative - Sign-in sheets, agendas, and extra-duty pay sheets for family night and parent involvement activities.

# GILMER ISD

**Goal 4.** Gilmer ISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

**Objective 1.** Involve all stakeholders in the development and implementation of a shared vision.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Hold 4 meetings per year with ACE Committee (site-based) in conjunction with the Parent Involvement Committee to improve communication among all stakeholders and to gain valuable feedback from our constituents. (Title I SW: 1,6) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Teacher Support and Parent Engagement	October, December, February, May	(O)Time	Summative - Notices for meetings, agendas, minutes, action plans
8. Convene the SMART Goals Steering committee to establish goals, monitor the dashboard, and monitor progress toward meeting our goals. (Title I SW: 1,4,8,9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, SMART Goals Coach, SMART Goals Steering Committee, Superintendent(s)	4 times per year	(O)Time, (S)Local Funds	Summative - Meeting agendas, sign in sheets, action plans

# GILMER ISD

**Goal 4.** Gilmer ISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

**Objective 2.** Create a system to promote parental and community involvement with educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue district site-based decision making committee - Advisors on Curriculum and Education (ACE). (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Superintendent(s)	August/January/April/May	(O)Time	Formative - Meeting agendas and minutes.
2. Hold public meeting to review Texas Academic Performance Report. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Superintendent(s)	November	(S)Texas Academic Performance Report (TAPR)	Summative - Meeting agenda and minutes.
3. Review and advise superintendent regarding the annual school calendar (Title I SW: 1,2,5,6,8,9) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Superintendent(s)	February	(O)Time	Summative - Meeting agenda and minutes.
4. Review and advise Federal Program and State Compensatory Education budget needs. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Superintendent(s)	May	(F)Title I, Part A, (F)Title II, A Principal and Teacher Improvement, (F)Title III, LEP, (S)FTE, (S)State Compensatory	Summative - Meeting agenda and minutes.
5. Review comprehensive needs assessment and prioritize needs to develop district improvement plan. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Superintendent(s)	May	(O)Instructional Survey, (O)PEIMS 425 Record Report, (O)Professional Development, (O)State Assessment Data, (O)Training Documents, (S)Texas Academic Performance Report (TAPR)	Summative - Meeting agenda and minutes; district improvement plan
6. Continue ORANGE card volunteer program. (Title I SW: 6) (Target Group: All)	Office Personnel	August to May	(O)Time	Summative - Number of volunteers recorded.
7. Implement parent involvement activities during the day and in the evenings to encourage parent participation. (Title I SW: 6) (Target Group: All)	Assistant Principal(s), Director of Teacher Support and Parent Engagement, Principal	August to May	(O)Time	Summative - Parent sign-in sheets.
8. Review the Title I schoolwide purpose and strategies to meet the needs of all students at each campus. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	Principal	August/September	(L)Student Handbook	Summative - Parent sign-in sheets and meeting agendas.

# GILMER ISD

**Goal 4.** Gilmer ISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

**Objective 2.** Create a system to promote parental and community involvement with educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
9. Post Texas Academic Performance Report, No Child Left Behind School Report Card, District and Campus School Report Card, and Campus and District Improvement Plans, and Fiscal Management Reports on the district website to keep parents and community informed. (Title I SW: 1,6,9,10) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Technology, Exec. Dir. Business/Finance, Superintendent(s)	As reports become available	(O)Time	Summative - Documents posted to district website.
10. Post parent portal link for student assessment results on district website. (Title I SW: 6) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Technology	March	(O)District Website	Formative - Portal posted on district website.
11. Review waiver requests and provide input for Staff Development Waivers, Accelerated Instruction Waivers, and Modified Testing Waivers. (Title I SW: 6) (Target Group: All)	ACE Committee, Asst. Supt. Curriculum/Instruction, Board of Trustees, Superintendent(s)	April/May	(O)Time	Summative - School board minutes approving waiver requests.
12. Strengthen systems of support and opportunities for ongoing discourse, feedback, and professional development and training across the system. (Title I SW: 9) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Technology, Principal, Superintendent(s), Teacher(s)	Each Six Weeks	(O)District Website, (O)Email communication/phone calls, (O)Parent Conferences, (O)Professional Development, (O)Report Cards/Progress Reports	Formative - Comprehensive needs assessment.
13. Assign parent involvement coordinator to assist principals with achieving federal program requirements. (Title I SW: 6) (Target Group: All, ECD)	Asst. Supt. Curriculum/Instruction, Director of Teacher Support and Parent Engagement, Principal	Monthly	(L)GISD Policy Manual	Summative - 100% achievement of required federal program parent involvement activities.
14. Strengthen linkages and partnerships to community groups, identify common ground, and build consensus regarding Board and District priorities. (Title I SW: 1) (Target Group: All)	Board of Trustees, Superintendent(s)	Monthly	(L)GISD Policy Manual, (O)District Website	Summative - Attendance at monthly board meetings. Sign-in sheets for parent meetings at campuses and at district site-based meetings.

# GILMER ISD

**Goal 4.** Gilmer ISD will build positive parent, business, and community partnerships to ensure the academic success of students by engaging in collaborative district and campus-level activities; by connecting regularly via numerous means of communication; and by providing regular access to current educational information.

**Objective 2.** Create a system to promote parental and community involvement with educators.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. Embrace and acknowledge diversity and increase parental and community involvement to ensure equity of access to challenging academic programs for all students. (Title I SW: 1,6) (Target Group: All)	Superintendent(s)	2 times per year	(O)Time	Summative - Meeting summary and sign in sheets
16. Increase parent and community engagement in the educational process for all as well as those represented in each NCLB subgroup by a minimum of 10% as measured by attendance at PTO meetings, open houses, district, school committee participation and special school functions. (Title I SW: 6) (Target Group: All)	Asst. Supt. Curriculum/Instruction, Director of Instruction/Assessment, Director of Teacher Support and Parent Engagement, Principal, Superintendent(s)	4 times per year	(F)Title I, Part A - \$8,108, (F)Title III, LEP - \$1,500	Summative - Minutes from meetings, agendas, sign-in sheets.
17. Implement VSI portal to improve parent communication for student grades and attendance. (Title I SW: 9,10) (Target Group: All)	Director of Technology, Principal, Teacher(s)	Daily	(O)District Website	Summative - 50% increase in parent involvement.
18. Increase student participation in community service activities through high school government classes. (Title I SW: 1) (Target Group: All)	Teacher(s)	Each 6 Weeks	(O)Time	Summative - 50% increase in community involvement.
19. Employ Community Liaison to focus on at-risk students to increase attendance, improve grades, encourage students to work toward graduation, and to improve communication between school and home. (Title I SW: 6) (Target Group: ECD, AtRisk)	Superintendent(s)	August to May	(S)FTE - 1, (S)State Compensatory - \$39,868	Summative - Log of home visits and parent contacts. Documentation of student support.

# GILMER ISD

**Goal 5.** Gilmer ISD district leaders, campus leaders, faculty, and staff members will ensure that students receive a quality education by working collaboratively towards the fulfillment of educational goals at the federal, state, and district level.

**Objective 1.** Develop leadership capacity for 100% of our teachers to support curriculum, instruction, assessment and learning.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue diverse membership team on SMART goal steering committee to include teachers from all subject areas, paraprofessionals, maintenance, food service, technology, principals, and assistant principals in order to gain new perspectives and to build leadership capacity. (Title I SW: 1,2,4,9,10) (Target Group: All)	Asst. Supt. Curriculum/Instruction, SMART Goals Coach, SMART Goals Steering Committee, Superintendent(s)	Train new staff in August	(S)Local Funds	Summative - 90% of students will meet or exceed the standard on the state assessment.
2. Monitor the SMART goals dashboard. (Title I SW: 1,2,4,8,9) (Target Group: All)	SMART Goals Steering Committee	Nov/Jan/March/May	(S)Local Funds	Summative - 90% of students will meet or exceed standard on state assessment.
3. Administer Instructional Survey to monitor progress for student engagement. (Title I SW: 1,4,8,9,10) (Target Group: All)	Asst. Supt. Curriculum/Instruction, SMART Goals Coach	Dec/May	(O)Instructional Survey	Formative - 30% increase in student engagement perception.
4. Implement SMART campus team coaching sessions to help teams monitor their progress based on their action plans developed in August. (Title I SW: 1,4,9) (Target Group: All)	SMART Goals Coach	Oct/Dec/Feb/May	(O)Time	Formative - Campus action plans.



# GILMER ISD

**Goal 6.** Gilmer ISD will maintain strong management practices and capital improvement plans to achieve districtwide efficiency.

**Objective 1.** Maintain 3 months operating balance in the general fund.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Accurately project revenue to support the instructional and operational programs for the district. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	Exec. Dir. Business/Finance	August	(F)Federal Revenue, (L)Local Revenue, (S)State Revenue	Summative - Monthly report of expenditures and fund balance to Board of Trustees.
2. Prepare a balanced budget to support the instructional and operational programs of the district. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	Board of Trustees, Exec. Dir. Business/Finance, Superintendent(s)	August	(F)Federal Revenue, (L)Local Revenue, (S)State Revenue	Formative - Adopt the budget.
3. Monitor expenditures to ensure budget is administered appropriately. (Title I SW: 1,2,3,4,5,6,7,8,9,10) (Target Group: All)	Exec. Dir. Business/Finance, Superintendent(s)	Monthly	(F)Federal Revenue, (L)Local Revenue, (S)State Revenue	Formative - Monthly report to Board of Trustees regarding expenditures of each program area.
4. Continue TASB Policy Audit process to ensure that state and local policies and practices are aligned. (Title I SW: 1,10) (Target Group: All)	Asst. Supt. Administrative Leadership	August to May	(L)GISD Policy Manual, (S)Local Funds	Summative - Updated board policy with state and local policies and practices aligned.

# GILMER ISD

**Goal 6.** Gilmer ISD will maintain strong management practices and capital improvement plans to achieve districtwide efficiency.

**Objective 2.** Develop a Competitive Pay Scale in relationship to similar districts.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement TASB pay system for all employees. (Title I SW: 1,3,5) (Target Group: All)	Superintendent(s)	August	(S)TASB	Summative - Increase percent of employees retained each year.
2. Monitor and adjust pay scales based on economic data. (Title I SW: 1,3,5) (Target Group: All)	Superintendent(s)	August	(S)TASB	Summative - Increase percentage of teachers retained annually.
3. Set beginning teacher pay at \$1000 above state requirements. (Title I SW: 3,5) (Target Group: All)	Superintendent(s)	August	(S)TASB	Summative - Increase the number of highly qualified staff and retention of those staff members.
4. Develop pay incentives for teachers with greater than 20 years experience. (Title I SW: 3,5) (Target Group: All)	Superintendent(s)	August	(S)TASB	Summative - Increase percent of teachers retained annually.
5. Provide an additional \$500 for teachers who have a master's degree. (Title I SW: 1,3,5) (Target Group: All)	Superintendent(s)	August	(S)Local Funds	Summative - Increase the number of teachers retained annually.
6. Provide stipends for certified ESL/Bilingual teachers. (Title I SW: 1,3,5) (Target Group: All)	Superintendent(s)	Monthly	(S)Local Funds	Formative - Increase the number of ESL/Bilingual teachers in the district.

# GILMER ISD

**Goal 6.** Gilmer ISD will maintain strong management practices and capital improvement plans to achieve districtwide efficiency.

**Objective 3.** Develop and implement a preventative maintenance plan to increase building life.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Evaluate facility audit to determine needs for preventative maintenance plan. (Target Group: All)	Asst. Supt. School Operations	Spring 2016	(S)Local Funds	Summative - Preventative Maintenance Plan
2. Schedule preventative maintenance activity in bi-weekly, monthly, semi-monthly, and annual format. (Target Group: All)	Asst. Supt. School Operations	Spring 2016	(O)Time	Summative - Preventative Maintenance Plan
3. Provide training to maintenance staff on Preventative Maintenance Plan. (Target Group: All)	Asst. Supt. School Operations	Summer 2016	(O)Time	Summative - Sign-in Sheets; Maintenance Log

# GILMER ISD

**Goal 6.** Gilmer ISD will maintain strong management practices and capital improvement plans to achieve districtwide efficiency.

**Objective 4.** Develop a capital improvement plan from facility audit data.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Update Preventative Maintenance Plan. (Target Group: All)	Asst. Supt. School Operations	Fall, 2015	(O)Time	Summative - Maintenance budget/repair costs
2. Develop summer cleaning schedule. (Target Group: All)	Asst. Supt. School Operations	Spring/Summer 2016	(S)Local Funds	Summative - August building walkthroughs.

# GILMER ISD

**Goal 7.** All students in Gilmer ISD will graduate from high school.

**Objective 1.** By May 2019, a drop out rate of less than 1% for all students and all student groups will be maintained and achieve a completion rate of 90%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide credit recovery program and/or acceleration program for students at risk of failure/drop out. (Title I SW: 1,2,9) (Target Group: All)	GHS Principal, High School Counselor(s)	End of each semester	(F)Title I, Part A - \$7,038, (L)Edgenuity	Summative - Credit Recovery records indicate dropout rate does not exceed 1%
2. Consult with Upshur County DAEP to continue instructional services to students placed for disciplinary infractions (Title I SW: 1,2,3,9) (Target Group: All)	Assistant Principal(s), Director of Special Education, Principal	Weekly	(L)Edgenuity	Formative - Attendance records indicating student dropout rate does not exceed 1%.
3. Report and file with court on students for truancy and non-attendance. (Title I SW: 1) (Target Group: All)	Assistant Principal(s), Principal	weekly	(L)Attendance Records	Summative - Student dropout rate will not exceed 1%
4. Implement POINTS program for at-risk students to complete course work that will enable them to gain credits to graduate. (Title I SW: 2,6,9,10) (Target Group: AtRisk)	Assistant Principal(s), GHS Principal, High School Counselor(s)	August to May	(S)FTE - 1, (S)State Compensatory - \$74,858	Summative - Number of students gaining enough credits to graduate.

# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Sources

Community Input  
Disaggregated STAAR Data  
Discipline Referrals  
Highly Qualified Staff  
Multi-Year Trends  
Parental Involvement Policy  
PBM Risk Levels  
Staff/Parents/Community/ Business members involved w/SBDM