

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



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Goals

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

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

Evaluation Data Sources: NWEA MAP test Reading





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







Strategy 3 Details		Reviews			
Strategy 3: Facilitate the implementation of fidelity of the utilization of best instructional practices through weekly PLC meetings, professional development, modeling, and coaching rounds for all teachers to support students in meeting state academic standards. Strategy's Expected Result/Impact: Improve overall performance of Tier I instruction to improve both formal and informal campus assessment data Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math		Formative			Summative
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Strategy 4 Details		Reviews			
Strategy 4: Utilize intervention time built into the daily schedule to provide targeted intervention and accelerated instruction for a well rounded education that targets sub-populations and individual students. Strategy's Expected Result/Impact: Improve overall performance of Tier II and III students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration Instructional Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
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Goal 1: Gonzales Elementary will focus on enhancing student learning through the work provided to students.

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

Evaluation Data Sources: NWEA MAP test Math


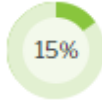




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Goal 1: Gonzales Elementary will focus on enhancing student learning through the work provided to students.

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

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







Strategy 1 Details	Reviews			
Strategy 1: Utilize adaptive computer programs that provide personalized instruction tailored to each student's specific needs Strategy's Expected Result/Impact: Improve overall performance of all students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Integrate interactive activities on the Promethean Boards Strategy's Expected Result/Impact: Increase engagement and improve overall performance of all students on both formal and informal campus assessment data Staff Responsible for Monitoring: Administration and instructional coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: Gonzales Elementary will provide equitable instructional services for student success.

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

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


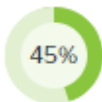




Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Conduct quarterly data meetings with a focus on sub-populations and student performance Strategy's Expected Result/Impact: Increased performance on TELPAS Staff Responsible for Monitoring: Associate principal and LPAC members Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide EB students with content and/or linguistic support through targeted ESL support staff scheduling Strategy's Expected Result/Impact: Increased performance on TELPAS Staff Responsible for Monitoring: Associate principal and LPAC members Title I: 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: Gonzales Elementary will provide equitable instructional services for student success.

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


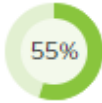
Evaluation Data Sources: Meeting Agenda and Notes
Meeting Sign In Sheets






Strategy 1 Details	Reviews			
Strategy 1: Gonzales Elementary will hold monthly meetings to support teachers in the implementation process of the district MTSS process to ensure equitable services are provided to meet the needs of students. Strategy's Expected Result/Impact: Identifying appropriate Tier 2 and Tier 3 students to support growth Staff Responsible for Monitoring: Administration Instructional coach MTSS team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Gonzales Elementary will support teachers in identifying targeted interventions as aligned with district MTSS process to ensure equitable services are provided to meet the needs of students. Strategy's Expected Result/Impact: Utilizing targeted interventions to meet student needs Staff Responsible for Monitoring: Administration Instructional coach MTSS team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: Gonzales Elementary will attract, develop, and retain highly effective staff.

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

Evaluation Data Sources: TTESS







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

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

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

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







Evaluation Data Sources: Contracts

Strategy 1 Details		Reviews			
Strategy 1: Distribute quarterly surveys to teachers on school climate and culture Strategy's Expected Result/Impact: To improve school culture to increase teacher retention Staff Responsible for Monitoring: Administration Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Providing positive feedback to staff in weekly staff newsletter and through individual recognition notes Strategy's Expected Result/Impact: To improve school culture to increase teacher retention Staff Responsible for Monitoring: Administration Instructional Coach Counselor Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

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

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



Evaluation Data Sources: Remind app








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

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

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

Evaluation Data Sources: Survey responses

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

Strategy 3 Details	Reviews			
Strategy 3: Utilize Remind with two-way communication from administration to teachers Strategy's Expected Result/Impact: Increased internal campus communication Staff Responsible for Monitoring: Administration Instructional Coach Counselor Title I: 2.4 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
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