

Gonzales Independent School District

Gonzales High School

2024-2025 Goals/Performance Objectives/Strategies



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Goals






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

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

HB3 Goal

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

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



Strategy 2 Details		Reviews			
<p>Strategy 2: GHS will implement a continuous process of support for teachers with the following best practices: classroom discourse, common instructional framework, Fundamental Five, Gretchen Bernabei writing strategies, Jennifer Serravallo reading and writing strategies, Notice and Note signposts, Lead4Ward training, and the components of balanced literacy.</p> <p>Strategy's Expected Result/Impact: GHS will implement a walkthrough, coaching, and feedback cycle to support teachers in implementing best practices for reading instruction and drive campus professional development plans.</p> <p>Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>		Formative			Summative
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Goal 1: Gonzales High School will develop a shared understanding of student learning with all stakeholders.

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

HB3 Goal

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

Strategy 1 Details	Reviews			
Strategy 1: Daily PLCs in all content areas led by the instructional leadership team to ensure use of curriculum documents, planning protocols, and instructional delivery to increase Tier 1 instruction to meet the requirements of the student expectations. Strategy's Expected Result/Impact: Student-centered lessons delivered using best instructional practices increasing engagement, student achievement, and vertical and horizontal alignment across campuses. Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: GHS will implement a walkthrough, coaching, and feedback cycle to support teachers in implementing best practices for reading instruction and drive campus professional development plans. Strategy's Expected Result/Impact: Effective, well-supported teachers who achieve T-TESS student growth goals. Effective feedback to support that achievement and growth mindset in teachers. Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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No Progress



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

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

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






Strategy 1 Details	Reviews			
Strategy 1: Promethean Boards Strategy's Expected Result/Impact: Create lessons that will help teachers reach a new level of interactivity between your students and their education Staff Responsible for Monitoring: Administration Title I: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>60%</div>			
Strategy 2 Details	Reviews			
Strategy 2: Utilize the MyPath and K-12 Summit software during Flex Time. Strategy's Expected Result/Impact: Increase reading, math, science and social studies achievement Staff Responsible for Monitoring: Administration Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
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Goal 2: Gonzales High School will provide equitable instructional services for student success.

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

HB3 Goal



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

Strategy 1 Details	Reviews			
Strategy 1: Intentional identification, planning, and communication to students needing eligibility in CCMR, through the TSIA2. Strategy's Expected Result/Impact: Increased TSIA2 eligibility will grow by 5% through intentional education, communication, purposeful scheduling through CPC Math/Reading, College Bridge and implementation of test planning, preparation, and test performance. Staff Responsible for Monitoring: Principal, CTE Director, Counselors Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Goal 2: Gonzales High School will provide equitable instructional services for student success.

Performance Objective 2: Gonzales High School will increase Emergent Bilingual student performance:
The percentage of students who progress at least one proficiency level on TELPAS will increase from 35% to 45% on TELPAS.
80% of Emergent Bilingual students will approach grade level standard on the Algebra I STAAR.
50% of Emergent Bilingual students will approach grade level standard on the English I and II STAAR.

- Evaluation Data Sources:** -Summit K12
-Checkpoint and grading period assessments
-Mock STAAR
-STAAR results

Strategy 1 Details	Reviews			
Strategy 1: Utilize K-12 Summit Assessments, during FLEX time, implemented to support all four components of TELPAS in grades 9-12. Strategy's Expected Result/Impact: -increased performance on TELPAS -students exited from Bilingual programming in alignment with program goals Staff Responsible for Monitoring: Associate Principal, LPAC members Title I: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: GHS will meet with all EB students and provide content and/or linguistic support through ESOL I and ESOL II classes, and targeted ESL support staff scheduling. Strategy's Expected Result/Impact: -meet the needs of ELs through differentiation determined by their level language acquisition Staff Responsible for Monitoring: Associate Principal, LPAC members Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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No Progress



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

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

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






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

Strategy 1 Details	Reviews			
Strategy 1: Streamline student schedules to provide in class support staff and flex time support Strategy's Expected Result/Impact: increased checkpoint Staff Responsible for Monitoring: administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
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Goal 2: Gonzales High School will provide equitable instructional services for student success.

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






Evaluation Data Sources: -TAPR

Strategy 1 Details	Reviews			
Strategy 1: Monitor attendance daily for all students with an emphasis on the senior class. Create and implement an attendance plan for the year. Strategy's Expected Result/Impact: Increased attendance Lowered number of students who makeup hours Staff Responsible for Monitoring: Principal, Truancy officer, attendance clerk Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Goal 3: Gonzales High School will recruit, develop, and retain high-quality staff.

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








Evaluation Data Sources: -TAPR

Strategy 1 Details	Reviews			
Strategy 1: Highlight a teacher every 9 weeks with a Golden Arrow Strategy's Expected Result/Impact: Positive School Culture Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 3: Gonzales High School will recruit, develop, and retain high-quality staff.

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

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

Strategy 1 Details	Reviews			
Strategy 1: GHS currently has one candidates from the Grow Your Own Program. Strategy's Expected Result/Impact: maintain a fully staffed campus and support staff Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 4: Gonzales High School will improve internal and external communications efforts campus wide.

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






Evaluation Data Sources: -Website Analytics






-Promotional Analytics

-Internal/External Surveys

-Social Media Platform Data








-Email Analytics

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

Strategy 4 Details	Reviews			
Strategy 4: Create Bulletin Boards throughout the school to highlight different programs within the school and community Strategy's Expected Result/Impact: Inform and provide information to students Staff Responsible for Monitoring: Administration, support staff, CCMR staff, CTE staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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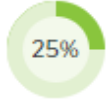




Goal 4: Gonzales High School will improve internal and external communications efforts campus wide.

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

Strategy 1 Details	Reviews			
Strategy 1: Create an email for all staff to receive on Sunday evening/Monday morning Strategy's Expected Result/Impact: keep all staff informed of activities for the week Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Remind messages to staff. Strategy's Expected Result/Impact: provide a positive work culture Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Create and maintain the Apache Wiki Strategy's Expected Result/Impact: to provide information to staff in a central location Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 5: Gonzales High School will provide a safe and secure environment for students and staff.

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

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



No Progress



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

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

Evaluation Data Sources: -Survey Analytics

-Audits






--Trends

Strategy 1 Details	Reviews			
Strategy 1: Weekly door sweeps Strategy's Expected Result/Impact: Ensure the safety of the campus Staff Responsible for Monitoring: Police officer ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Add window/door coverings throughout the campus Strategy's Expected Result/Impact: provide security of outsiders to view what is going inside student areas Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Install Vape detectors to deter the use of nicotine and THC. Strategy's Expected Result/Impact: To be able to seek help for students who are using vapes and decrease the number of vapes found on campus. Staff Responsible for Monitoring: Assistant Principals ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 6: Gonzales High School will implement and manage a budgeting system that allocates resources in alignment with strategic priorities.

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

Evaluation Data Sources: campus budget

Strategy 1 Details	Reviews			
Strategy 1: Meet monthly to assess classroom needs Strategy's Expected Result/Impact: provide the needed supplies and resources for staff & students Staff Responsible for Monitoring: administration TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
				
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