

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



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Goals

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


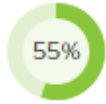
Performance Objective 1: By June 2025, student performance on STAAR RLA scores will increase from 76% to 78% in Approaches, 50% to 53% in Meets, and 21% to 25% in Masters.






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

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

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







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

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

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







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

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

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







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

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

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


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






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

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

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

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







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

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

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







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

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

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

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



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






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

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

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



Evaluation Data Sources: Navigate 360 logs






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

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

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








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

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

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






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

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

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

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

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

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