

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



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Goals

Goal 1: Students will grow in phonemic awareness by 90% through EOY Circle.
Students will grow in Rapid Letter Naming to 90% by EOY Circle.
Students will grow in Rapid Vocabulary Naming to 90% by EOY Circle.
Students will grow in Math to 90% by EOY Circle.

Performance Objective 1: Academic growth of all GPA students will be tracked and measured based off of BOY, MOY, and EOY circle assessment






Evaluation Data Sources: Circle data, work products, student conferences

Strategy 1 Details	Reviews			
Strategy 1: Teachers will meet weekly in PLC to discuss student progress and growth Strategy's Expected Result/Impact: A data-driven environment where teachers collaborate to establish adequate growth through rigorous instruction and collaboration Staff Responsible for Monitoring: Principal	Formative			Summative
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Goal 1: Students will grow in phonemic awareness by 90% through EOY Circle.
Students will grow in Rapid Letter Naming to 90% by EOY Circle.
Students will grow in Rapid Vocabulary Naming to 90% by EOY Circle.
Students will grow in Math to 90% by EOY Circle.

Performance Objective 2: The principal, attendance clerk, and registrar will monitor daily attendance to ensure all students are accounted for.

Evaluation Data Sources: Attendance reports, 100% club rewards, and teacher feedback.

Strategy 1 Details	Reviews			
Strategy 1: The attendance clerk, registrar and principal will meet once a week to discuss attendance percentages. Strategy's Expected Result/Impact: Increased attendance and therefore improved scores for CIRCLE assessment. Staff Responsible for Monitoring: Principal, attendance clerk, and registrar	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.






Performance Objective 1: The principal will conduct weekly PLCs to ensure purposeful and rigorous lesson plans, centers, activities, and enrichment experiences promote independent learning.

Evaluation Data Sources: Ready to Advance materials, sign In sheet, agendas, minutes from the training, lesson plans; pre-kindergarten guidelines, and centers activities.

Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 2: Purposeful learning centers and activities will be designed to encourage independent learning.

Evaluation Data Sources: Walk throughs, lesson plans, and student engagement.

Strategy 1 Details	Reviews			
Strategy 1: Math and Linguistic centers will be aligned with state guidelines. Centers will offer students the opportunity to choose participation in Pre-k levels. Strategy's Expected Result/Impact: Students will build aligned skills in Math and Reading as associated with the guidelines. Staff Responsible for Monitoring: Principal and teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 3: Data collected from the Beginning of the Year, Middle of Year, and End of Year assessment Circle will be used to guide instruction.






Evaluation Data Sources: Circle assessment, lesson plans, small group instruction and walkthroughs feedback.

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with parents on effective ways to support students accademically by providing materials to use at home. Strategy's Expected Result/Impact: Students reading levels will increase or letter mastery will increase appropriately throughout the year. Staff Responsible for Monitoring: Principal and teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 4: Pre-K teachers will meet with kindergarten teachers will meet at least twice a year to ensure the two grade levels are aligned.






Evaluation Data Sources: Agenda, PD schedule, and sign in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Pre-Kindergarten teachers will meet with Kindergarten teachers to review and discuss expectations and depth of curriculum taught. Strategy's Expected Result/Impact: Teachers will have the opportunity to engage in meaningful discussions about the essential rigor for achieving success in Kindergarten by gaining a deeper understanding of early elementary expectations. Staff Responsible for Monitoring: Principal and teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Goal 2: To improve Tier I instruction to increase student achievement in preparation for future learning.

Performance Objective 5: Campus communication will be provided in both English and Spanish.






Evaluation Data Sources: ClassDojo messages, social media posts, videos, and monthly newsletters.

Strategy 1 Details	Reviews			
Strategy 1: To ensure clear communication and inclusivity, all correspondence sent home or available on the campus website, as well as posts on social media and ClassDojo, will be provided in both English and Spanish. This commitment reflects our dedication to keeping all families informed and engaged. Strategy's Expected Result/Impact: Communication with parents will be done in the language understood and used in community households. Staff Responsible for Monitoring: Principal and teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.

Performance Objective 1: Provide staff with the opportunity to participate in out-of-district visits to other campuses to observe high-quality instruction.






Evaluation Data Sources: School visits and walkthroughs

Strategy 1 Details	Reviews			
Strategy 1: Staff will have the opportunity to visit a neighboring district to learn new practices. Strategy's Expected Result/Impact: Exchange of idea and collaboration of new ideas. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals -	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.

Performance Objective 2: All teachers will be formally assessed through T-TESS.






Evaluation Data Sources: Classroom observations, walk throughs, goal setting meetings

Strategy 1 Details	Reviews			
Strategy 1: Train teachers on T-TESS and TIA to increase knowledge of expectations. Strategy's Expected Result/Impact: Increase awareness of evaluation tools Staff Responsible for Monitoring: Principal and HR TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.

Performance Objective 3: Invite district leaders to observe, support, and provide feedback to staff to improve instruction delivery and management of students.






Evaluation Data Sources: Evaluations, agendas, sign-in sheets, end of year assessment, and PD schedule.

Strategy 1 Details	Reviews			
Strategy 1: C&I and other district leaders train and provide feedback to staff members at least once a semester. Strategy's Expected Result/Impact: Delivery of instruction will increase.	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.






Performance Objective 4: Offer professional development opportunities for staff members both within the district and outside of it.

Evaluation Data Sources: PD schedule, budget lines, certificates

Strategy 1 Details	Reviews			
Strategy 1: Staff development will be encourage to attend PD within and outside of Gonzales ISD. Strategy's Expected Result/Impact: Increase pedagogy and exchange of ideas Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 3: Support and implement initiatives at the district and campus levels to retain, engage, and provide learning opportunities for all employees.








Performance Objective 5: Continue to extend appreciation and recognition to staff through: hand written notes, morning announcements, monthly faculty meetings, newsletter recognition and golden arrow winners.

Strategy 1 Details	Reviews			
Strategy 1: Administrator will promote monthly morale boosters Strategy's Expected Result/Impact: promote a positive working environment conducive to GPA success Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 4: Increase parent engagement to foster a strong community connection to GPA.

Performance Objective 1: Host at least one monthly event for parents and caregivers to connect with other parents, invite their feedback, and engage in their child's learning.








Evaluation Data Sources: Social media posts, ClassDojo messages, newsletters, flyers, videos, and parent feedback.

Strategy 1 Details	Reviews			
Strategy 1: Create a year at a glance to increase parent awareness of events. Strategy's Expected Result/Impact: Increase parent engagement by equipping parents with information Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 4: Increase parent engagement to foster a strong community connection to GPA.

Performance Objective 2: Enhance and deepen our collaborative partnerships with local organizations and community leaders for greater impact.






Evaluation Data Sources: monthly partnership visits (library and Anchor Club), special events (safety week with GP, Gonzales FD, sheriff department, etc), enrichment field trips, Math Night HEB, and other partnerships.

Strategy 1 Details	Reviews			
Strategy 1: We are actively engaging with local community leaders to create impactful opportunities that enrich our students' learning experiences. Strategy's Expected Result/Impact: Increase parent, student, and community engagement. Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 4: Increase parent engagement to foster a strong community connection to GPA.

Performance Objective 3: Enhance our social media presence to actively engage parents in their children's learning.

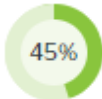




Evaluation Data Sources: Facebook data (shares, views, and likes)

Strategy 1 Details	Reviews			
Strategy 1: Posting at least once a week on our social media. Strategy's Expected Result/Impact: Increase in parent engagement. Staff Responsible for Monitoring: Principal and Kamii Ramos	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 5: Elevate social-emotional learning by implementing intentional and targeted daily instruction that engages students and fosters their development.

Performance Objective 1: Staff will implement Character Strong curriculum, Little Spots, refer to Ready to Advance, and de-escalation strategies to help students with emotional outbursts.

Evaluation Data Sources: a decrease in duration and frequency of outbursts, decrease in students being remove from classrooms, data collected by behavior co-teacher, and teachers' observations.

Strategy 1 Details	Reviews			
Strategy 1: Teachers will utilize time allocated in the master schedule to teach social emotional curriculum to students using the resources provided. Strategy's Expected Result/Impact: Decrease in student outbursts therefore increase self regulating strategies. Staff Responsible for Monitoring: Principal and teachers	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 5: Elevate social-emotional learning by implementing intentional and targeted daily instruction that engages students and fosters their development.

Performance Objective 2: Direct teaching of social emotional learning that include daily lesson on identification of emotions, conflict resolution, and classroom expectations.

Evaluation Data Sources: Administrative walkthroughs, lesson plans, weekly Apache Way Winners, and duration and frequency of emotional outbursts.

Strategy 1 Details	Reviews			
Strategy 1: Provide students with tools necessary to increase social emotional awareness. Strategy's Expected Result/Impact: Increase in self regulating strategies and decrease in number and frequency of outbursts. Staff Responsible for Monitoring: Principal, teacher, and behavior co-teacher	Formative			Summative
	Nov	Jan	Mar	June
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