



# Georgetown ISD Strategic Direction

Revised 03.09.23

Strategic Priority Area	Student Learning, Growth and Progress
<p>Picture of Success</p>	<p>Georgetown ISD students engage in challenging, inquiry-based, personalized learning experiences that result in their becoming competent, confident, independent learners. Students find meaning and value in the work provided – work that results in all students learning what’s expected. Instruction, assessment, and intervention are aligned in support of student learning and growth. Learning progress is reflected in a way that makes it possible for all to understand the degree to which students are mastering content, meeting standards, and developing attributes in the GISD Learner Profile.</p> <p>Resources are provided to support students’ varying abilities and interests, and to help them develop habits of lifelong learners. Students think about and plan for their future and are prepared for postsecondary education and the workforce.</p>
<p>Objectives</p> <p><i>**Annually, specific objectives will be identified as areas of focus. Progress will be reported on these priority objectives that year.</i></p>	<ul style="list-style-type: none"><li>● GISD students engage in challenging, inquiry-based, personalized learning experiences.</li><li>● GISD students become competent, confident, independent learners.</li><li>● GISD students find meaning and value in the work provided to them.</li><li>● GISD students demonstrate excellence in the state’s academic standards and the GISD learner profile attributes.</li><li>● In GISD, instruction, assessment, and intervention are aligned.</li><li>● GISD learners’ progress is reflected in a way that makes it easily understood to all audiences.</li><li>● In GISD, we monitor progress toward students’ mastery of the content, meeting standards, and developing attributes in the Learner Profile.</li><li>● GISD provides resources to support students of varying abilities and interests.</li><li>● GISD students develop habits of lifelong learners.</li><li>● GISD students think about and plan for their future.</li><li>● GISD students are prepared for postsecondary education and the workforce.</li></ul>

Strategic Priority Area	Student and Staff Well-Being
Picture of Success	<p>Georgetown ISD's students want to come to school. They are treated with respect and are respectful to each other and to adults. Students feel Georgetown schools and classrooms are physically and psychologically safe places where fear of harm, harassment or demeaning comments is negligible. Caring adults advocate for students and help them make healthy, safe choices. GISD students have access to guidance and mental health support and resources. Students participate in extracurricular activities and academic support opportunities. Student growth in their adaptability, perseverance, and personal responsibility is evident.</p> <p>GISD's employees find meaning and value in their work. Staff feel physically and psychologically safe and have the resources they need to succeed in their role. Georgetown ISD employees feel connected to their colleagues, their district, and their community, and resources exist to support staff wellness.</p>
<b>Objectives</b> <i>**Annually, specific objectives will be identified as areas of focus. Progress will be reported on these focus objectives that year.</i>	<ul style="list-style-type: none"> <li>• Georgetown ISD's students want to come to school.</li> <li>• GISD students are treated with respect and are respectful to each other and to adults.</li> <li>• Students feel GISD schools and classrooms are physically and psychologically safe.</li> <li>• GISD students have negligible fear of harm, harassment, or demeaning comments occurring in Georgetown schools and classrooms.</li> <li>• In GISD, caring adults advocate for students and help them make safe, healthy choices.</li> <li>• GISD students have access to guidance and mental health support and resources.</li> <li>• In GISD, students participate in extracurricular activities and academic support opportunities.</li> <li>• GISD students' growth in adaptability, perseverance, and personal responsibility is evident.</li> <li>• GISD employees find meaning and value in their work.</li> <li>• GISD staff feel physically and psychologically safe at work.</li> <li>• GISD staff have the resources they need in order to be successful in their role.</li> <li>• GISD employees feel connected to their colleagues, their district, and the community.</li> <li>• In GISD, resources exist to support staff wellness.</li> </ul>

Strategic Priority Area	Staff Recruitment and Retention
Picture of Success	<p>Georgetown ISD actively recruits, attracts, and retains employees who embrace the organization's vision, mission, beliefs, and norms. A culture of engagement and continuous professional growth exists that includes peer connection, support, and collaboration. The district offers an attractive, inviting, and safe work environment as well as competitive compensation and benefits.</p> <p>Recruitment and induction systems are utilized to attract, support, and retain new and existing employees. Induction takes place over time; however, initial orientation and induction experiences are focused on developing an understanding of, and appreciation for, the core business of the district. Professional learning experiences engage adult learners and include opportunities for staff to collaborate with and learn from colleagues. Professional learning communities thrive throughout the organization.</p>
<p>Objectives</p> <p><i>**Annually, specific objectives will be identified as areas of focus. Progress will be reported on these focus objectives that year.</i></p>	<ul style="list-style-type: none"> <li>● Georgetown ISD actively recruits, attracts, and retains employees who embrace the vision, mission, beliefs, and norms of the organization.</li> <li>● A culture of engagement and continuous professional growth exists in GISD.</li> <li>● Peer connection, support, and collaboration are part of the culture in GISD.</li> <li>● GISD offers an attractive, inviting, and safe work environment.</li> <li>● Georgetown ISD provides competitive compensation and benefits to employees.</li> <li>● In GISD, recruitment and induction systems are utilized to attract, support, and retain new and existing employees.</li> <li>● In GISD, induction experiences are focused on developing an understanding of and appreciation for the core business of the district.</li> <li>● GISD's professional learning experiences are engaging to adult learners.</li> <li>● GISD's professional learning experiences include collaboration with and an opportunity to learn from colleagues.</li> <li>● In GISD, professional learning communities thrive across the organization.</li> </ul>

Strategic Priority Area	Community and Connectivity
Picture of Success	<p>Georgetown ISD staff and school board trustees serve as community leaders who establish effective relationships with parents and other key leaders in the community in support of students and schools. Parents and community members feel welcome and invited in our schools and are advocates for the district's needs. As our community experiences growth and change, the district fosters cohesiveness through strategically aligned partnerships. The district is responsive to its community, adaptable to changing needs, and transparent with reporting progress and providing access to information.</p>
<p>Objectives</p> <p><i>**Annually, specific objectives will be identified as areas of focus. Progress will be reported on these focus objectives that year.</i></p>	<ul style="list-style-type: none"> <li>● GISD staff and school board trustees serve as community leaders.</li> <li>● GISD staff and school board trustees establish effective relationships with parents and other key community leaders in support of students and schools.</li> <li>● Parents and community members feel welcome and invited in GISD schools.</li> <li>● Parents and community members are advocates for the needs of Georgetown ISD.</li> <li>● GISD fosters a sense of cohesiveness through strategically aligned partnerships.</li> <li>● GISD is responsive to its community.</li> <li>● GISD is adaptable to changing needs.</li> <li>● GISD is transparent with reporting progress and providing access to information.</li> </ul>