Georgetown Independent School District

Georgetown High School

2020-2021 Goals/Performance Objectives/Strategies

Mission Statement

Our Mission:

Embracing a tradition of diverse educational experiences and extensive community partnerships, the Georgetown Independent School District mission is to empower and inspire all students to lead and serve in a global society by creating world class learners and engaged citizens through relevant experiences every day.

Learner Profile

The Georgetown ISD Learner...

- Communicates, collaborates and applies critical thinking
- Creates and innovates
- Obtains knowledge through inquiry and exploration
- Adapts and perseveres
- Develops self-knowledge and personal responsibility
- Builds and models respectful relationships

GHS Core Values

Excellence, Tradition, Diversity, Community, Life-long Learners

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Goals

Goal 1: Student Centered: Develop a future ready experience that reflects student voice, choice, and ownership.

Performance Objective 1: Design learning experiences, focused on the learner profile, that address needs of all learners (remote and in-person).

    Evaluation Data Sources: PLC notes

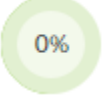| Strategy 1 Details	Reviews			
Strategy 1: PLC's will include accounting for Learner Profile Experiences in the classroom for all student groups, with a focus on EL learners, as they relate to standards.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teacher experiences in PLC's will see improved use of data points to includeLP and HPLS. Student experiences will be more appropriately aligned to standards whilst improving engagement. **Staff Responsible for Monitoring:** Teachers, administrators, Department Chairs, Design Team, Design Coach **Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **ESF Levers:** Lever 5: Effective Instruction - **Comprehensive Support Strategy**	Dec 0%	Mar 0%	May 0%	Aug

Strategy 2 Details	Reviews			
Strategy 2: Teachers will receive feedback from walkthroughs using a Learner profile lens that they can consider when designing lessons. We will include teachers in learning walks.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will see varied approaches they might employ in their lessons and teaching. **Staff Responsible for Monitoring:** Teachers, administrators, Department Chairs, Design Team, Design Coach **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers - **Comprehensive Support Strategy**	Dec 0%	Mar 0%	May 0%	Aug

Strategy 3 Details	Reviews			
Strategy 3: Administrators and the Design Coach will attend PLC's and offer feedback from collective walkthrough experiences.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teachers will have support from administration and feel encouraged to take risks in their classrooms. **Staff Responsible for Monitoring:** Teachers, administrators, Department Chairs, Design Team, Design Coach **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers - **Comprehensive Support Strategy**	Dec 0%	Mar 0%	May 0%	Aug

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 1: Student Centered: Develop a future ready experience that reflects student voice, choice, and ownership.

Performance Objective 2: Create opportunities to address physical, mental, and emotional wellness.

Evaluation Data Sources: Guidance and Counseling Curriculum, and discipline data

Strategy 1: Counseling and admin team will incorporate guidance curriculum into the classroom setting each semester and through awareness weeks related to specific causes.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Awareness of education for all stakeholders to address needs in the social emotional and health and well being of our students. Students and staff will have multiple means of accessing support. **Staff Responsible for Monitoring:** Administrators, Counselors, Teachers **Title I Schoolwide Elements:** 2.6 - **ESF Levers:** Lever 3: Positive School Culture - **Comprehensive Support Strategy**	Dec	Mar	May	Aug
	0%	0%	0%	

Strategy 2: No Place for Hate, Capturing Kids Hearts, and other initiatives will be used to inform the GHS community in areas of mental health, suicide awareness, drug and alcohol abuse, anxiety, healthy relationships, and other health and well being and social emotional issues.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Awareness of education for all stakeholders to address needs in the social emotional and health and well being of our students. Students and staff will have multiple means of accessing support. **Staff Responsible for Monitoring:** Administrators, Counselors, Teachers **Title I Schoolwide Elements:** 2.6 - **ESF Levers:** Lever 3: Positive School Culture - **Comprehensive Support Strategy**	Dec	Mar	May	Aug
	0%	0%	0%	

	0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 1: Student Centered: Develop a future ready experience that reflects student voice, choice, and ownership.

Performance Objective 3: Increase the use of Design Qualities for designing engaging work for all students. Consider the engagement of students working remotely and how the Design Qualities apply.

    Evaluation Data Sources: PLC docs and notes. Teacher feedback on student participation/engagement in class and online.

Strategy 1: Teachers will invite and engage the Design coach and Instructional Design Coach in their PLC's.	Reviews			
Strategy's Expected Result/Impact: Ongoing training and ideating with teachers on how to increase engagement for students in class and online.	Formative			Summative
Staff Responsible for Monitoring: Design coach, Instructional design coach, administrators	Dec	Mar	May	Aug
Title I Schoolwide Elements: 2.5 - **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers	0%	0%	0%	

Strategy 2: Administration will utilize the LP walkthrough document to assist engaging work feedback.	Reviews			
Strategy's Expected Result/Impact: Teachers and administration will have fluid conversations about the trends in teaching and learning.	Formative			Summative
Staff Responsible for Monitoring: Administrators, Teachers, Design Coach	Dec	Mar	May	Aug
ESF Levers: Lever 2: Effective, Well-Supported Teachers	0%	0%	0%	

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 1: Student Centered: Develop a future ready experience that reflects student voice, choice, and ownership.

Performance Objective 4: CCMR: We will utilize the CCMR counselor on our campus to engage students in experiences with the industries, post secondary institutions, and military branches that offer a pathway for students upon graduation.

    Evaluation Data Sources: Industry based certificate earned campus wide. Attendance information at our events for colleges and military visits.

Goal 2: Communication: Engage the community to become champions and advocates for student success and the future of the District.

Performance Objective 1: Invite deeper participation and gather input in decision making through recurring engagement opportunities that connect students, parents, teachers/staff and community members.

Evaluation Data Sources: Sign ins at PTSA, STUCO events attendance docs, and design team minutes.

Strategy 1: The principal will utilize committees such as PTSA, student council, principal's counsel, and design team to connect campus vision/mission to the district.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: GHS community members will have a voice and feel heard, and will see how we are meeting the district and campus expectations they have for us. **Staff Responsible for Monitoring:** Administrators, Teachers, PTSA **ESF Levers:** Lever 3: Positive School Culture	**Dec**	**Mar**	**May**	**Aug**
	0%	0%	0%	
	0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

Goal 2: Communication: Engage the community to become champions and advocates for student success and the future of the District.

Performance Objective 2: Increase use of communication platforms that share GISD/GHS story across a broad range of platforms and highlights student work.
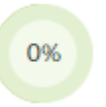
    Evaluation Data Sources: Communications Plan and Social Media Platforms

Strategy 1: The campus will update campus websites and teacher websites (google classrooms primarily as a means for COVID comms) routinely.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: GHS community members will have access to all information related to GHS and the events and activities we engage.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: Administration, Teachers, Counselors, Librarian, Admin Assts., Design Coach	0%	0%	0%	
Title I Schoolwide Elements: 3.2 - **ESF Levers:** Lever 3: Positive School Culture				

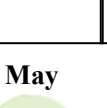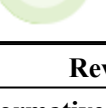| Strategy 2: The campus will use multiple means of communication to include Twitter, Facebook, text alerts, and email.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: GHS community members will have access to all information related to GHS and the events and activities we engage.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: Administration, Teachers, Counselors, Librarian, Admin Assts., Design Coach	0%	0%	0%	
Title I Schoolwide Elements: 3.2 - **ESF Levers:** Lever 3: Positive School Culture				

Strategy 3: The campus will include student voice in the messaging.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Students will feel empowered to share in the positive experience GHS has to offer and to contribute to the positive experience we intend for students.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: STUCO, administration, teachers	0%	0%	0%	
Title I Schoolwide Elements: 2.5, 3.1 - **ESF Levers:** Lever 3: Positive School Culture				

	0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 3: Leadership: Cultivate an adaptive system of empowered leadership where collaboration and problem-solving are our natural behaviors.

Performance Objective 1: Cultivate leadership and a staff that is beliefs-aligned and best meets the needs of students.

Evaluation Data Sources: Leadership development systems and processes aligned to Strategic Framework and Learner Profile.

Strategy 1: Admin will serve as instructional leaders by participating in PLC's, providing feedback related to LP, and offering PD related to engaging work and data informed lessons.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Teachers will grow as leaders and learn how to identify needs across campus and student demographics. We will provide better support for our students as we develop our practices in the classrooms.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: Administration, Teachers, Support Staff, Design Team, Department chairs	0%	0%	0%	
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 2: Design team, department chairs, and admin will offer teacher leadership opportunities aligned to district framework and learner profile.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Teachers will get a more wholistic perspective of school governance.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: Administration and department chairs	0%	0%	0%	
Title I Schoolwide Elements: 2.5 - **TEA Priorities:** Recruit, support, retain teachers and principals - **Comprehensive Support Strategy**				

Strategy 3: The Design Team will incorporate coaching for design for all new teachers, and all teaches who desire to grow in this area.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Engaging work in the classrooms with greater frequency and increased innovative experiences.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: Administration and Design team	0%	0%	0%	
ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers				

Strategy 4: Resource and BCS teachers will continue to utilize and grow with the Solid Roots curriculum to support student IEP's.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Improved data tracking and learning for students receiving special education.	Dec	Mar	May	Aug
Staff Responsible for Monitoring: Administration and SPED team	0%	0%	0%	

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 4: Establish an innovative culture that encourages risk-taking, diverse thinking, and meaningful exploration.

Performance Objective 1: Utilize the new access to devices and create digitally collaborative spaces (COVID safe) that reflect a student's need for choice.

    Evaluation Data Sources: Participation in online tutorials, project opportunities, and teacher hangouts.

Strategy 1: Our campus digital coach will attend PLC's and provide ongoing support for teachers utilizing engaging and meaningful technology applications by offering new platforms, connecting resources to curriculum and standards, and offering resources beyond the textbook. Connecting remote learning experiences to the means available.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Remote and in person learners will see greater engagement and therefor better grades and assessment performance.	**Dec**	**Mar**	**May**	**Aug**
Staff Responsible for Monitoring: Teachers, Digital Learning Coach, Design Coach, Admin, dept. chairs	0%	0%	0%	
ESF Levers: Lever 2: Effective, Well-Supported Teachers				
Strategy 2: PLC's will focus on equity in teaching and learning with remote vs. in person learning.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Improved performance of remote learners, and increase engagement of in person learners.	**Dec**	**Mar**	**May**	**Aug**
Staff Responsible for Monitoring: teachers, design coach, admin.	0%	0%	0%	

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue