



Gorman Independent School District District Improvement Plan 2018-2019

Mission Statement

"The mission of Gorman Independent School District is to provide the best possible educational program to meet the individual needs of all students, assuring them the opportunity to be responsible and productive citizens".

Motto

"Attaining Excellence and Equity in Achievement"

Gorman Independent School District Goals and Objectives
2018-2019

Distict Goals

Goal #1	Student Success--Set and meet high expectations for academic achievement for all students in order to prepare them for a diverse and productive life.
Goal #2	Awareness to Environment by all shareholders--Sustain safe and supportive schools that accept the diverse school environment that invites active participation of administration, faculty, students, and parents to enhance academic
Goal #3	The Gorman Independent School District will remain clean, safe, Well-maintained and an orderly environment while meeting the student's physiological needs to promote successful student learning.
Goal #4	Twenty-First Century Teaching--Attract and retain well trained, highly motivated teachers who are empowered to focus on high achievement and are dedicated to engage student's passion for learning in the 21st century.

1. ACADEMICS	Gorman ISD will provide leadership that expects improvement of the learning environment for ALL students and staff.
	Gorman ISD will increase writing skills of ALL students.
2. ATHLETICS	Gorman ISD will enhance and improve the participation rate and quality of each of our athletic programs.
3. COMMUNICATION	Gorman ISD will work on improving the communcation between parents, students, staff, administration, board, and community.
4. FACILITIES & FOOD SERVICE	Gorman ISD will maintain the facilities throughout the District.
5. PERSONNEL & ADMINISTRATION	Gorman ISD will have high expectations for students and staff.
	Gorman ISD will retain and recruit high quality teaching staff.
6. SAFETY AND SECURITY	Gorman ISD will maintain security and safety around each campus.
7. TECHNOLOGY	Gorman ISD will continue to provide the most up to date technology for the classrooms available and affordable.
	Gorman ISD will provide professional development for teachers for all technology needs.
8 TRANSPORTATION	Gorman ISD will continue to maintain and upgrade all transportation vehicles.
9. VOCATIONAL PATHWAYS	Gorman ISD will provide the tools needed, exposure to, and understanding of vocational training to students and parents so educated decisions can be made about entering the workforce after high school.

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Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
1.1 The Administrative team will provide effective leadership for the district by utilizing data-driven decision making, providing quality technical and program support and increase communication with staff, parents, and community.						
1.1.1 Collaborate regarding the day-to-day administrative operations of the campuses ensures the implementation of local, state, and federal programs and policies, while recruiting and maintaining highly qualified personnel in all positions and exploring options to enhance student learning.	TAPR, AYP, CIP, PBMAS, PIEMS, DIP, NCLB, TEA	All Student groups	Superintendent, Technology Specialist, Campus Principals, Business Manager	Local Funds, Title I Funds, Title II-A Funds	Comprehensive Improvement Plans, Needs Assessments, Highly Qualified Data, A-Team meeting minutes, Campus agendas and meetings, Personnel Files	Weekly as needed
1.1.2 Dissaggregate, analyze, and use district data to guide instruction and provide opportunities for departments to collaborate.	TAPR, AYP, CIP, PBMAS, TPRI, Eduphoria Aware	All student groups and sub groups	Superintendent, Principals, Teachers, CIT Leader	Title I Funds, Title II A Funds	RTI progress monitoring, report cards, lesson plans, departmental meetings and agendas, Minutes.	Daily, weekly, 6 week grading reports
1.1.3 District and Campus Administration will ensure teachers are teaching the TEKS for all foundation and enrichment courses as required by Chapter 74 through a variety of scientifically researched based instructional methods, Materials, and technology.	Curriculum Assessment	All student groups and sub groups	Superintendent, Campus Principals, Teachers	Title I Funds, Local Funds	PDAS, walk-throughs, Lesson plans with Scope and Sequence, TEKS Resource system	Daily, weekly, per semester

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1.1.4 Evaluate, coordinate, and collaborate with EastEnd Cooperative regarding the continuum of placement options for the SpEd population.	TAPR, PBMAS, AYP, PEIMS submission data	Special Education Students	EastEnd Cooperative personnel, Superintendent, Campus Principals, EastEnd Special Education Director	PBMAS, AYP, PIEMS submission	TAPR, PBMAS, AYP, PIEMS reports	per semester or as needed
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
1.1.5 Dyslexia Program Director will implement the District Plan and collaborate with the District and Campus 504 Coordinator and campus counselors to screen students, train teachers, head up committees of knowledgeable persons, and make placement decisions for identified students in programs designed to address phonic awareness.	Consultants, qualified professionals, teachers, principals, students	Students with dyslexic tendencies	Superintendent, Principals, Teachers, Reading Specialist, Counselors	Local Funds, Title I Funds	Program Monitoring	Monthly, per semester
1.1.6 District and Campus Administration will keep abreast of updates and mandates through memberships to various organizations to ensure maximum student success in the classroom and the future.	TxEIS	All Students	Superintendent, Business Manager, Administrative Team	TxEIS	TxEIS	As needed
1.1.7 District and Campus Personnel will be covered by Gorman ISD through workers Compensation, unemployment and other expenditures following all local, state, and federal policies while maintaining personnel to ensure student learning.	TxEIS	All Students	Superintendent, Business Manager, Administrative Team	TxEIS	TxEIS	As needed

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1.2 Students will achieve or exceed grade-level or higher expectations on STAAR and other appropriate assessments via quality research based Instruction, interventions, and enrichment activities.						
1.2.1 Assess Student mastery via benchmark assessments and other appropriate assessment tools.	TAPR, AYP, Eduphoria Aware, gradebooks	All Students	Principals, teachers, Campus Counselors, Title I Reading Specialists	TPRI, Eduphoria Suite	Benchmark results and RTI progress monitoring	Weekly, per semester
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
1.2.2 Provide tutorials, remediation and enrichment opportunities based on progress monitoring results associated with Response to Intervention (RTI) classroom assessments utilizing research-based materials and programs.	Report Cards, Progress Reports, failure lists	All identified students	Teachers, Principals	STAAR/EOC Remediation Materials	Progress Monitoring	Daily
1.2.3 Each campus will disaggregate local, state and federal assessment data.	TAPR, AYP, PBMAS, SPP, PEIMS REPORTS, Eduphoria Aware	All students	Campus Counselors, Teachers, Principals, ESL Director	TAPR, TxEIS	Aggregated Reports	As reports are released
1.2.4 Identify students as homeless and provide services according to the district's homeless plan in accordance to the McKinney-Vento Homeless Education Assistance Act of 2001.	PEIMS Data, Student Residency Questionnaires	Homeless Students	GISD Homeless Liaison, PEIMS Clerks	ESC14, GISD Homeless Policy, McKinney Vento Act	Homeless Program Evaluation, PEIMS data	As students are identified
1.2.5 Provide General Education Homebound services to eligible students	PEIMS Data	Homebound Students	Principal, Homebound Teachers, Teachers	Classroom materials and resources	Homebound Program Evaluation	As students are identified
1.2.6 The district will provide opportunities, including distance learning, for students to learn about the world outside of the classroom.	Student Surveys	All students	Teachers, Technology Department	Cisco College, Ranger College, ESC 14	Class participation roster	As appropriate
1.2.7 The district will provide and maintain the necessary equipment, supplies, and research-based materials and programs to equip teachers in successfully increasing student learning.	Campus and District Meeting Minutes, Needs assessment	All students	Principals, Technology Director	Local Funds, Title I Part A, SCE Funds		

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1.2.8 The district will provide opportunities for students to participate in UIL Academics, athletics, band, and other extracurricular activities to provide well-rounded educational opportunities.	Student interest inventories, Scheduling	All Students	Athletic Director, Teachers, Principals, Sponsors, Coaches, Band Director	Transportation Department, equipment, local funds, UIL Academic	Student Participation rosters, Course Completion Records	Per Semester as needed
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
1.2.9 The district will provide remediation for At-Risk students including, but not limited to summer school, after school tutorials, Odysseyware Credit Recovery	Failure List, Academic Detention, Student Support Team Meetings, Minutes	All students	Teachers	Odysseyware, OEYP Funds, SCE Funds, Local Funds, Title I part A funds	Final Program evaluation reports, report cards	As needed
1.2.10 The district will provide the use of TEKS Resource System to vertically and horizontally align the curriculum with the state of Texas.	Lesson Plans,	All students	Teachers, Principals,	TEKS Resource System, ESC 20, ESC 14	Lesson Plan Evaluation, TAKS Test, PEIMS Reports	Daily, Per Semester

1.3 GISD will maintain vital special population programs including, but not limited to, ESL/Migrant /Dyslexia/GT/SPED/Comp Ed						
1.3.1 Teachers will be trained and research-based materials and programs will be implemented to address students in need of targeted assistance and small group instruction; technology will be utilized as needed.	Report Cards, Student Progress Reports, RTI documentation	Identified LEP, Dyslexic Students, At-Risk	ESL Director, Technology Department, Teachers, Paraprofessionals	Study Island, Rosetta Stone	TELPAS, TAPR, AYP, Report Cards, progress reports.	Daily, Weekly
1.3.2 Special Education teachers will be trained and research-based materials and programs will be implemented to address students in need of targeted assistance and small group instruction; Technology will be utilized as needed.	Administrative Team Meeting Notes	Identified Special Education, Dyslexic Students	SPED Coordinator,	Local Funds, Campus Technology	TELPAS, TAPR, AYP, Report Cards, progress reports.	Annually
1.3.3 Professional development activities to enable teachers to properly address the needs of district ESL/Migrant/Dyslexic/GT/SPED /Comp Ed Students	PEIMS Data, Student Records	ESL Students	SPED Teachers, ESL Director, GT, Dyslexia Director	ESC 14, consultants, local funds, federal funds, campus technology	Benchmark evaluations, progress monitoring	Each Semester
1.3.4 Selected teachers will be trained in all aspects of administering the TELPAS.	PEIMS Data, Student Records	ESL Students	Teachers, ESL Director, Technology Director	Campus Technology	TELPAS training documentation	Annually

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1.3.5 ESL Director will conduct a Program Effectiveness Review	ESL Program Data	LEP Students	ESL Director	Program Effectiveness Review Template	Program Evaluations, TELPAS, LPAC Documentation	Annually
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
1.3.6 Support Services including CEHI will be made available to pregnant students during the prenatal and postpartum period in order to help students adjust academically, mentally, physically and graduate on time.	Counselor documentation, At-Risk Students	Pregnant Students	Counselors, Nurses, Principals, Homebound Teacher	Teachers, time, supplies, homebound teacher expenses	Student Attendance records, grades, graduation	As situations arise.

1.4 The attendance rate will be maintained at a minimum of the Gold Performance Level for each campus: Elementary School 97%, Middle School 96% and High School 95% for the 2014-2015 AY.						
1.4.1 School officials will stay abreast of students' attendance, maintain contact with the parent according to policy, truancy court will be utilized as necessary to adhere to Compulsory Attendance Laws.	Attendance records, PEIMS 400 report	All Students	Principals, Teachers, School PEIMS Clerks	TxEIS Attendance Records, Teacher Gradebooks, PEIMS 400 report, Truancy Court	TxEIS Attendance Records, AEIS, PEIMS 400 report	Every 10 absences or less
1.4.2 High attendance will be encouraged on each campus and incentives will be offered as appropriate at the campus level.	Attendance records, PEIMS 400 report	All Students	Principals, Teachers,	Incentives appropriate on each campus	TxEIS Attendance Records, AEIS, PEIMS 400 report	6 week grading period and end of year awards.

1.5 Students will be encouraged to take the TSI, PSAT, ACT or SAT tests in addition to participation in dual credit courses, tech prep						
1.5.1 Track Students and follow-up on all students that have withdrawn or are no shows.	Drop-out and leaver data	All withdrawn and mobile students	Principals, Campus Counselors, PEIMS Clerks, District PEIMS Coordinator	Leaver records, Trex System, PET PID Tracking System, Records requests, TEASE website, TEA, Enrollment records	TAPR Data, PEIMS 203 Record	Fall PEIMS submission, as needed
1.5.2 Campuses will utilize drop-out prevention strategies.	Drop-out and leaver data	All Students	Teachers, Principal	Program materials	TAPR Data, PEIMS 203 Record	Fall PEIMS submission, as needed

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Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
1.6 All students will be exposed to career planning and counselor activities at all grade-levels.						
1.6.1 Counselors will provide students on the high school campus information regarding assessments, assist in the registration process, and advise regarding SAT/ACT prep courses.	Parent and Student Surveys	All Students	Principals, HS Counselor, Parents/Guardians, CTE, Teachers	Testing materials, review packets, appropriate applications, Internet, test prep courses	Official score reporting, TAPR Data, AAR, Report Cards, Course Scheduling records	Annually
1.6.2 Keep parents and students abreast of dual credit courses, tech prep courses, certification programs available, and virtual school offerings; code and advise students accordingly.	Parent informational meetings	All Students	Principals, HS Counselor, Parents/Guardians, CTE, Teachers	Personal graduation plans, articulation agreements, dual credit agreements with Colleges	Course master schedule, class roster, CTE documentation records, AAR	Per Semester
1.6.3 GISD will seek agreements with institutions of higher education to develop plans to increase the percentage of the	TAPR data, Texas Higher Education Coordinating Board	Graduating Seniors	HS Principal, HS Counselor, Teachers	HB 400 Plan, Career Planning System	TAPR Data	Per Semester

1.7 All students will be offered the foundation plan along with endorsements in the area of Business and Industry, Public Service, Arts and Humanities, as well as Multidisciplinary studies.						
1.7.1 Personal Graduation Plans will be developed at the MS and HS for students that did not meet standard on the state assessment instrument. (SW Comp 9)	TAPR	Identified students	Campus Counselors	TAPR reports, PGP component	PGP	Fall
1.7.2 Students will participate in career planning and counseling activities utilizing appropriate grade-level materials to expose students to knowledge and skills necessary for a broad range of career opportunities.	Career Planning System reports	All students	Principals, Campus Counselors, CTE director, Teachers	ACHIEVE TEXAS Curriculum, career planning resources, TAPR, Career Assessment & Career Planning	Campus Level Documentation	Annually
1.7.3 Students at all grade levels will be offered opportunities to participate in CTE and related activities and the district will supplement resources for those classes with federal funds such as but not limited to the Carl Perkins Grant.	Student interest inventories	All students	Campus Counselors, CTE Director, Teachers	State-weighted funds, local funds, college and career readiness materials, Career Assessment and Career Planning	Conference attendance, meeting agendas, certifications	Per Semester

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Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
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1.8 Provide high-quality, on-going staff development to maintain (retain) 100% of classes taught by highly qualified teachers in core						
1.8.1. At Risk students will be monitored closely and campus implementation of credit recovery will be offered to targeted students at high school and middle school.	Failure lists, student support team meetings	At-Risk Students	Principals, Teachers, Campus Counselors, Title I Reading Specialists, RTI Leader at Middle School	Ed Options, Tutorial programs, SCE Funds, Title I part A funds, FTEs	Report Cards, failure lists, course completions	Per Semester

1.9 The number of advanced courses offered and the number of students on the Recommended High School Plan (RHSP) and						
1.9.1 The HS will continue to explore viable options in course offerings, coherent sequences, scheduling and staffing to increase the number of students with multiple endorsements	State initiatives, PBMAS Reports	All Students	Principals, Counselors, Teachers, Technology Department, Diagnosticians	4 Year Graduation Plans, Master Schedule, State Weighted Funds	Student Schedule, AAR, TAPR Data, PBMAS Data	Annually, Per Semester
1.9.2 The importance of students' participation in a challenging course schedule	State initiatives,	All Students	Principals, Counselors, Teachers, CTE Director,	Open House, Counseling Opportunities	Student Schedules, AAR, TAPR Data, PBMAS Data	Annually, Per Semester
1.9.3 Explore Creative scheduling possibilities at the Middle School and High School to address the needs of identified Gifted and Talented Students	PEIMS Data	GT Students	Principals, Counselors, Teachers, CTE Director, Parents	ESC 14	Student Schedules, Report Cards	Annually, Per Semester

1.10 Provide high-quality, on-going staff development to maintain (retain) 100% of classes taught by highly qualified teachers in core						
1.10.1 Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status and ensure that lowest achieving students are being taught by the most highly qualified teachers and paraprofessionals.	Highly Qualified Report	At Risk, All Students	Administrative personnel staff, Superintendent, Principals, Teachers	Highly Qualified Report, PEIMS, TAPR	TAPR	Per Semester
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline

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1.10.1 Assist teachers in attaining or maintaining certifications.	Personnel Files	At Risk, All Students	Principals, Administrative Personnel staff, Title II Part A	Certification programs, SBEC, TExES Examinations	Certifications, appropriate documentation	As needed
1.10.3 Provide staff development opportunities to assist staff in meeting highly qualified status and increasing personal growth and capacity.	Personnel Files	At Risk, All Students	Principals, Superintendent,	ESC 14, consultants, qualified professionals, collaborative opportunities, local funds, state funds, Title I part A funds, Title II A Funds	Certifications, SBEC documentation	Per Semester
1.10.4 Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified.	Personnel Files	At Risk, All Students	Administrative Personnel Staff, Principals	Personnel Files	Highly Qualified Report, TAPR	Per Semester

2.1 Volunteers and parental involvement will continue to increase for the 15-16 Academic Year.

2.1.1 Provide a facility for parental involvement activities sponsored by Parent Teacher Organizations (PTO).	Parent Surveys	All Students	Principals, Teachers, Campus Counselors	Facilities, Local Funds	Parental Surveys, Parent Portal Access TxEIS	As needed
2.1.2 Enlist parents' assistance in Safe & Drug Free Schools program.	Program Guidelines	All Students	Campus Counselors, Principals, SDFSC Coordinator, Nurse	ESC 14, Program Resources, consultants	Program Evaluations, ICR Reports, Federal application and compliance report	Annually
2.1.3 Review the district's Parental Involvement Policy annually and solicit parental input.	Program Guidelines	All Students	District Parental Involvement Coordinator, Principals	ESC 14, Program Resources, consultants, TxEIS Parent Portal	Parental Involvement Records	Annually, 3 week intervals, as needed

2.2 School/Parent information meetings will increase on each campus for the 15-16 Academic Year.

2.2.1 Provide opportunities for campuses to conduct parent-teacher conferences at least twice a year.	Title I program guidelines	All Students	Principals, Teachers	Facilities, local funds	Local documentation, sign-in sheets, meeting agendas, Parent Surveys	Per Semester
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
2.2.2 Conduct parent training opportunities in Parent Portal	Parental involvement records	All Students and parents	Principals, teachers, Counselors	TxEIS, training materials	TxEIS records, campus records	Annually

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2.3 Federal programs and other special program collaborative meetings will consist of at least one (1) meeting to cover the programs for the 15-16 School Year. Gorman ISD will continue to contract with ESC 14 for Title I Part A services for technical assistance and professional development to ensure our Title I students are served effectively and efficiently.						
2.3.1 Federal Program meeting will be announced publicized and conducted annually	Title program guidelines	All Students and Parents	Federal Program Director, SDFSC Coordinator	Program Materials	Meeting minutes, agendas and sign-in sheets	Annually or as needed
2.4 The district will provide and maintain methods for teachers and administrators to effectively communicate with parents and the community including, but not limited to, the district's website, Parent Portal Access, informational hand-outs, Gorman ISD Facebook page, Gorman ISD Twitter page, and the voice-over-IP phone system while maintaining TxEIS student and financial management technology to improve efficiency and increase communication.						
2.4.1 Teachers will keep personal webpage updated with assignments and pertinent information including an email address, conference times, and voicemail options for parental communication.	Campus Staff, meeting minutes	All Students and Parents	Principals, Teachers, Technology Department, Counselors	District Technology Resources, including servers, VoIP system	Website monitoring, Parental contact records	Daily, weekly
2.4.2 Teachers will be trained on TxEIS gradebook application and keep grade books updated for viewing on Parent Portal Access	Parental involvement documentation	All Students and Parents	Principals, Teachers, Technology Director	TxEIS Parent Portal Access, Gradebook	TxEIS gradebook, parental involvement records	3 weeks, 6 weeks, per semester, annually
2.4.3 Departmental Directors will utilize TxEIS financial management system to ensure funds are available to submit purchase order request for supplies and resources to enhance student performance.	TxEIS documentation	All Students	Principals, Department Directors, Business Manager	TxEIS Financial System	TxEIS Financial records	As needed
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline

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2.4.4 The district will provide, by methods such as VoIP and analog phones and the website, emergency notification and non-emergency communications to parents, guardians, and the community regarding school-related situations.	Parental involvement documentation	All Students	Superintendent, Principals, Teachers, Technology Director	TxEIS, Website, SOCS, Email, TEXT Messages, Phone calls	TxEIS documentation	As needed
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2.5 Gorman ISD Board, Administrative Staff, and Superintendent will continue to attend training annually to keep them apprised of current laws, legislative updates, and team building.

2.5.1 Gorman ISD School Board, Administrative Office Staff, and Superintendent will attend trainings via distance learning, in person at TASA/TASB conference, in person at Tarleton State, and in person at ESC 14, and in person at their State conference to keep their Board Training hours current and stay up on current issues for the job they hold.

2.6 Gorman ISD will maintain a safe and secure environment for all students and athletes during school hours and at all extacurricular events.

2.6.1 Gorman ISD Administration will be aware of location of all students and have a presence at each location to ensure our students are safe and secure whether the event is located on Gorman ISD property or elsewhere.

2.6.2 Gorman ISD will provide safety for all school facilities by adding private, one way window screens to all doors and windows that will eliminate the street view inside of buildings. but allow students and staff to still see outside.	State Safety mandates, Board Policy CLA (Legal)	All Students	Superintendent	Title IV funds	Successful purchase and installation of window screens	End of 2020 School Year
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2.6.3 Gorman ISD will provide a layer of safety to the District playground by purchasing and installing a wind screen barrier to attach to the fence along the outer perimeter of the playground.	State Safety mandates, Board Policy CLA (Legal)	All Students	Superintendent	Title IV funds	Successful purchase and installation of window screens	End of 2019 School Year
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2.7 Gorman ISD will maintain membership in organizations that help our students and teachers achieve the most opportunity for success and gives them lifelong learning experiences.						
2.7.1 Gorman ISD will maintain membership on a yearly basis with the University Interscholastic League (UIL) for academics, athletics, band, and one-act-play and attend all district, regional, and State meeting and events as required.						
2.8 Gorman ISD Administrative Offices (Business Office, Tax Office, HS Office, MS Office, and Elementary Office) will be fiscally sound and function to aid GISD with Safety, Security, and Academic excellence.						
2.8.1 The administrative office staff will maintain all dues to organizations, fees, and purchase supplies to allow each person the resources and training necessary to help GISD function soundly.						
3.1 Gorman ISD will continue to adhere to the principles of effectiveness outlined for Safe and Drug-Free Schools.						
3.1.1 Safe & Drug Free Schools Coordinator (SDFSC) will attend meetings and trainings at ESC 14 to stay abreast of program considerations and opportunities	According to program guidelines	All Students	SDFS Coordinator, CT, Health Teacher, PE	Local funds, SHAC	Program Evaluation, PER	per 6 weeks, annually
3.1.2 Conduct a SDFS Program Effectiveness Review	Compliance Report	All Students	SDFS Coordinator, Counselors, Teachers, SDFSC Team	Campus Documentation	Program Effectiveness Review	Annually
3.1.3 Implement the Crisis Management Plans with components including: conflict resolution, suicide prevention, violence	According to program guidelines	All Students	Principals, Superintendent, Nurse	Code of Conduct, Bullying materials, Region 14 ESC	Program Effectiveness Review and focus data	Annually
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
3.1.4 Provide a comprehensive alcohol education, drug education, tobacco education, violence prevention/intervention (including bullying, physical or verbal aggression), suicide prevention, and conflict resolution.		All Students	SDFS Coordinator, Counselors, Teachers, SDFS Team	Drug Dogs, School Based Tobacco Use Prevention Program, DAVE, Red Ribbon Week, Stop the Violence Week, local funds,	Program Effectiveness Review, ICR reports	6 weeks, daily, ongoing
3.1.5 Contract with outside agencies for periodic contraband inspections.	District Policy	MS and HS Students	Principals, SDFSC Coordinator, SRO	Canine Services, Interquest	PEIMS Reports, discipline records	As scheduled periodically

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3.1.6 Contract with outside agency to treat facilities for ATP elimination. Controlling bacteria and other organism growth to help in infectious control.						
bullying in schools, on school grounds, in school vehicles, or at school sponsored events.						
3.2.1 To address discipline management, the implementation of Positive Behavior Support Strategies will implemented on the MS and HS Campuses	PEIMS reports, TxEIS documentation, Campus Discipline records	All Students	Principals, Campus Counselors, Teachers	ESC 14	Meeting Agendas, Certifications	Fall
3.2.2 Implement a Dating Violence Policy as required by HB 121 and investigate procedures on implementation	TEA	All Students	Principals, Campus Counselors	Dating Violence Policy	PEIMS Reports	Annually

3.3 Gorman ISD will strive to create safe and secure campuses with necessary enhancements to ensure the safety and well being of all students, employees, and visitors.						
3.3.1 Maintain, monitor and evaluate facilities to provide an environment that is conducive to learning attending to necessary repairs and providing adequate maintenance personnel to meet the needs of all campuses	Maintenance Request	All Students	Superintendent, School Board, ECD, Maintenance Department	Local Funds, Facility Needs Assessment, Security Cameras, and Equipment	Facility Progress Reports, Maintenance Records, School board meetings and minutes	Daily
3.3.2 The district will provide safe and well-maintained buses and staff vehicles to transport students and staff to and from school and supported events,	District Policy	All Students	Maintenance Department	Local Funds	Maintenance Records, Travel Logs, Accident Reports	Daily, as needed
3.3.3 Gorman ISD will provide a school nurse to the district and will require that that person serve on the district SHAC team to help adhere to the GISD Wellness policy.						
3.3.4 Gorman ISD will provide safety for all school facilities by adding private, one way window screens to all doors and windows that will eliminate the street view inside of buildings. but allow students and staff to still see outside.	State Mandates, Board Policy CLA (Legal)	All Students	Superintendent	Title IV funds	Successful purchase and installation of window screens	End of 2021 School Year

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3.3.5 Gorman ISD will provide a layer of safety to the District playground by purchasing and installing a wind screen barrier to attach to the fence along the outer perimeter of the playground to block the public view of the facilities.	State Mandates, Board Policy CLA (Legal)	All Students	Superintendent	Title IV funds	Successful purchase and installation of window screens	End of 2019 School Year
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
3.3.3 Provide Internet content filtering and other methods of monitoring acceptable use of the district's technology	Campus Documentation	All Students	Technology Department	ESC 14, Technology Plan	Technology Reports, Administrative Team Meeting Minutes	Daily
3.3.5 The district will provide insurance on school property	District Policy	All Students	Superintendent, School Board,	Local Funds	TxEIS	Monthly

3.4 The district will budget funds that includes staff, food and equipment replacement and repair to provide breakfast and lunch meals for						
3.4.1 Food Service Director will adhere to state and federal mandated regulations while preparing menus and ordering food.	TEA	All Students	Food Service Director	Food Service Director, Food Vendors, Local Funds, Federal Funds	Menus, Food service documentation	Daily
3.4.2 Equipment and facilities will be maintained to meet health code standards and decrease energy consumption as prescribed by the state	TEA, State Mandates, Maintenance Documentation	All Students	Food Service Director, Maintenance Director	Food Service Director, Maintenance Director, Custodial Staff	Maintenance Records and reports	As needed

3.5 The district will maintain the School Health Advisory Council to ensure local community values are reflected in the district's health and allergy education instruction.						
3.5.1 Custodial staff will clean and maintain the district's facilities in accordance to district policy	District policy	All Students	Maintenance Director, Custodial Staff, Principals	Janitorial Supplies, local funds	Maintenance records and reports, monitoring	Daily, as needed
3.5.2 Maintenance staff will keep the district's physical plant repaired and updated to meet the safety and physiological needs of the students and staff	District policy	All Students	Maintenance Director, Custodial Staff, Principals	Vendors, Local Funds	Maintenance records and reports, monitoring	As needed
3.5.3 The district will maintain and consider the recommendations of the	TEA	All Students	SHAC, Administration	Senate Bills 283, 892, 891, and 3	Campus records, meeting minutes,	4 times annually at a minimum
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline

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3.6 All Coaches will attend a Concussion Training and the district will establish a return to play team.						
3.6 The District will develop and maintain a Return to Play Concussion Policy. Coaches will renew their training certification every other year.	State Mandate District Policy	All Students	Return to Play Team	SB: 1122, & 2038	Return to Play Policy with Dr. Daniel Brudnak's Observation	As Needed

3.7 The District will provide both Bully Prevention training and Suicide Prevention training to all staff members.						
3.7 The District will provide in-service trainings for faculty members pertaining to both	State Mandate District Policy	All Students	Campus Principals and Counselors	HB: 1942	Campus Faculty Meetings	Annually

3.8 Designated staff members and all UIL Sponsors will be CPR Trained every other year.						
3.6 The District will provide CPR training to all UIL Sponsor s and one staff member from each campus. UIL Sponsors will renew certification every 2 years.	State Mandate	All Students	AD, Supt, Campus Principals		In-Service Trainings	As needed

3.9 Gorman ISD will have legal service on retainer to aid in any safety and security measure.						
3.9.1 Gorman ISD will maintain membership on a yearly basis with TASB (Texas Association of School Boards) for Memembership, HR, Legal, and Policy services						
3.9.2 Gorman ISD will retain Leasor & Crass legal services for any legal guidance in dealing with student/staff safety.						

the classroom and enhance their ability to utilize available technology in order to increase student performance and learning.

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4.1.1 The district will provide opportunities for the technology staff to receive technology training and evaluate new technology equipment to support and improve the district's infrastructure and to provide quality assistance for teachers in creating technology-driven 21st century lesson plans to engage students.	District Policy	All Students	Principals, Teachers, Superintendent, District Technology Director, Technology Aides	ESC 14, Title II Part D, District Technology Plan, Consultants,	Certifications, training logs	As needed, per semester
Strategies	Needs Assessment	Special Population	Person (s) Responsible	Resources	Formative Evaluation & Documentation	Timeline
4.1.3 The district will provide and maintain current technology including hardware and software for all classroom teachers to support technology integration into the classroom to engage students in learning throughout the useful life of the equipment or product.	District Technology Plan, State Mandates	All Students	Teachers, Technology Director, Principals	District Technology Plan, Local funds,	Monitoring	As needed
4.1.4 The district will provide, maintain and improve the district's infrastructure, Internet Access, technology equipment, data systems, and update administrative software as applicable to support the technology used by teachers, administrators, staff and students.	District Technology Plan, State Mandates	All Students	Teachers, Technology Director, Principals	District Technology Plan, State Technology Allotment, local funds, e-RATE	Monitoring	Daily
4.1.5 The district will provide a cohesive and collaborative environment that will enhance morale within the district.						

5.1 The District will strive to improve the campus climate and culture by promoting high achievement, student success, and school pride.
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Gorman Independent School District Goals and Objectives
2018-2019

<p>5.1.1 Gorman ISD will provide safety for all school facilities by adding private, one way window screens to all doors and windows that will eliminate the street view inside of buildings. but allow students and staff to still see outside. These window screens will be printed with school logos, mascots, motivational sayings,etc... to promote high schievement and school pride.</p>	<p>State Mandates, Board Goal 2</p>	<p>All Students</p>	<p>Superintendent</p>	<p>Title IV funds</p>	<p>Successful purchase and installation of window screens</p>	<p>May, 2021</p>
<p>5.1.2 Gorman ISD will provide a layer of safety to the District playground by purchasing and installing a wind screen barrier to attach to the fence along the outer perimeter of the playground to block the public view of the school facilities.</p>	<p>State Mandates, Board Goal 2</p>	<p>All Students</p>	<p>Superintendent</p>	<p>Title IV funds</p>	<p>Successful purchase and installation of fence screens</p>	<p>May, 2019</p>