

Gladewater Independent School District
Gladewater High School
2024-2025
092-901-001



Campus Mission Statement

The administrators, teachers, and staff members of Gladewater Independent School District in partnership with students, parents, and community members, are dedicated to helping each student prepare for life-long learning and effective citizenship.

Campus Education Improvement Council collaboratively developed the Campus Improvement Plan. The No Child Left Behind Act of 2001 National Performance Goals have been adopted by the campus and are reflected in the Campus Improvement Plan. The following funding sources support the objectives and strategies identified in the Campus Improvement Plan: Title I, Part A; Title II, Title III, Part A; Special Education; Gifted & Talented; SSI, State Compensatory Education; and Local.

This school district and its Career and Technology Education Program does not discriminate on the basis of sex, disability, race, color, age, or national origin in its educational programs, activities, or employment as required by Title IX, Section 504, and Title VI.

Este distrito escolar y su Programa de Educacional de Carrera y Tecnología no discriminan en base de sexo, discapacidad, raza, color, edad u origen nacional en sus programas educativos, actividades, o empleo como lo requiere el Título IX, Sección 504 y Título VI.

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Gladewater High School Campus Education Improvement Council Members

Position	Name	Term Expiration
Facilitator	*Derrick Floyd	Open
Parent	Betsy Thompson	2024
Parent	Lacie Bohanon	2024
Business Leader	Karen Blackmon	2024
Community Representative	Charles Gordon	2024
Community Representative	Jeanene Jalamo	2024
Non –Teaching Professional	Devin Russell	2024
Non – Teaching Professional	Lori Aldredge	2024
Teaching Professional	Kristyl Hester	2024
Teaching Professional	Velma Whatley	2024
Teaching Professional	Kylie Murry	2024
Teaching Professional	Hayley Gonser	2024

*Chairperson

Terms expire in 2 years from the start.

Comprehensive Needs Assessment

The following sources provided data for the comprehensive needs assessment. An in-depth review of data led to the development of the goal, objectives, and strategies included in the Campus Improvement Plan.

- Longitudinal TAPR Data
- PBMAS Data
- Longitudinal academic performance data for non-AEIS student groups
- TELPAS, TPRI, STAAR-A, STAAR-Alt, AYP, PBMAS, Program Evaluations
- Stakeholder Surveys
- Discipline Reports
- Formative Assessment Data Core 9 Week Tests
- Staffing Needs (Human Resources)
- Professional/Paraprofessional Training Needs
- Norm-referenced Tests
- Promotion/Retention Rates
- Informal Evaluation (IGCs)
- Focused Data Analysis

Components of a School wide Program

- | | | |
|-----------------------------------|--|-----------------------------------|
| 1. Comprehensive Needs Assessment | 2. Reform Strategies | 3. Highly Qualified Teachers |
| 4. Professional Development | 5. Strategies to Attract Highly Qualified Teachers | 6. Parental Involvement |
| 7. Preschool Transition | 8. Teachers Involved in Assessment Decisions | 9. Timely Assistance for Students |
| 10. Coordination of Program | | |

Historical Data: [GHS Academic Scores](#)

Link to CCMR Data: [GHS CCMR Tracker](#)

Gladewater High School Improvement Plan

Board Goal 1: Culture, Safety, and Security: Gladewater ISD will ensure the safety and security of our students and employees, and will operate with a set of core values and beliefs.

Objective 1. To ensure academic achievement by all students, the district will maintain a positive school climate.

Objective 2. The district will make the safety and security of individuals a priority.

Objective 3. The district will ensure that all daily operations are grounded in a core set of values.

Summative Outcome Measures:

- To ensure a safe environment is provided for all to succeed

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
1.1A To ensure that all students can achieve academic success students will elect Class Officers to voice concerns on school climate	Career Teachers Principals, Student Instructional Leadership Team	Campus Budget	Nine Weeks	Logs	NA
1.1B Surveys will be available for staff	Teachers Principals	Campus Budget	Mid Year End of Year	Survey results	NA
1.2A Routine checks of doors, drills, and equipment will be completed.	Principals SRO Nurse	Campus Budget	Varies by drill required frequency	Sentinal	NA
1.3A Meet regularly with District Admin to address any issues	Central Office staff	Campus Budget	Monthly	Agenda from Central Office	NA

Board Goal 2: Teaching, Learning, and Student Success: All Gladewater ISD students will achieve measurable academic growth as a result of effective, inspired instruction. The district's state accountability rating will reflect growth in each of the three domains: Student Achievement; School Progress; Closing the Gaps.

Objective 2.1: All students and student groups will meet or exceed the state average passing rate (Approaches Grade Level) on the State of Texas Assessments of Academic Readiness in Reading/English Language Arts, Math, Writing, Science, and Social Studies, and all students and student groups will attain expected or accelerated academic growth.

Objective 2.2 To ensure academic achievement for all students, the district will implement a viable, robust and aligned curriculum.

Objective 2.3 To ensure academic achievement for all students, the district will implement a viable, robust and aligned professional development plan.

Objective 2.4 The district will ensure that each GISD student graduates with the knowledge, skills, and character necessary to be a productive and successful citizen

Objective 2.5 To ensure academic achievement for all students, the district will achieve a student attendance rate of 96% or higher.

Objective 2.6 To ensure academic achievement by all students, the District will maintain a drop-out rate of less than 1% and will strive to attain a 100% graduation rate.

Summative Outcome Measures:

- Will be found each 9 weeks on the GHS Data wall. The end result will be measured by accountability ratings.

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible		Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
2.1: All students and student groups will meet or exceed the state average passing rate (Approaches Grade Level) on the State of Texas Assessments of Academic Readiness in Reading/English Language Arts, Math, Writing, Science, and Social Studies, and all students and student groups will attain expected or accelerated academic growth.	Principals, Career teachers		Campus Budget	Daily	Data Wall School Ratings	NA

2.2 To ensure academic achievement for all students, the district will implement a viable, robust and aligned curriculum.	Principals, Master teachers, Mentor teachers, Career teachers		Campus Budget	Daily	Observations Walkthroughs	NA
2.3 To ensure academic achievement for all students, the district will implement a viable, robust and aligned professional development plan through weekly cluster meetings facilitated by Master and Mentor teachers and extended cluster meetings facilitated by department heads.	Principals, Master teachers, Mentor teachers, Career teachers		Campus budget	Daily	Observations Walkthroughs	NA
2.4 The district will ensure that each GISD student graduates with the knowledge, skills, and character necessary to be a productive and successful citizen.	Principals, Master teachers, Mentor teachers, Career teachers, Counselors		Campus budget	Yearly	Observations Walkthroughs	NA
2.5 To ensure academic achievement for all students, the district will achieve a student attendance rate of 96% or higher.	Principals, Master teachers, Mentor teachers, Counselors			Daily		
2.6 To ensure academic achievement by all students, the district will maintain a drop-out rate of less than 1% and will strive to attain a 100% graduation rate.	Principals, Master teachers, Mentor teachers, Counselors			Yearly		

Goal 3 - Human Resources and Operations: Gladewater ISD will maintain highly effective systems of human resource management, operations, and facilities management.

Objective 1. The Campus will recruit, support, and retain highly effective, high-character teachers and staff who connect well with students and help them grow.

Objective 2. Campus operations and facilities will promote equity for all students in an educational environment that optimizes student success.

Summative Outcome Measures:

- GHS will follow financial procedures and remain under budget

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
3.1A GHS staff will ensure that new teachers will receive support in organizational, management, and instructional issues which will result in an increase in teacher retention from the previous school year. This will create unity, stability, and improve our school climate.	Department Heads Principal(s)	Campus Budget	Weekly	Cluster meeting data IGC data	NA
3.1B GHS will support teachers through Cluster meetings for educator efficacy	Principal(s) Master Teachers Mentor Teachers	Campus Budget	Weekly	IGC Data	NA
3.2A The Campus Admin will actively manage its operations and physical facilities to ensure all students, regardless of background or circumstance, have equal access to the resources and learning environment needed to achieve their highest potential, prioritizing strategies that maximize student success across the board.	Principal(s) Counselors CTE Director	Campus Budget	Ongoing	Eduphoria Reports	N/A

Board Goal 4: Finance and Technology: Gladewater ISD will maintain highly effective systems of managing fiscal and technological resources.

Objective 1. The district will operate in a fiscally sound and transparent manner that optimizes student success.

Objective 2. The district will ensure that students and employees have access to the latest technology.

Summative Outcome Measures:

- GHS will provide ongoing communication with parents and community.
- GHS will seek the available technology to enhance growth across the campus.

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
4.1 The district will operate in a fiscally sound and transparent manner that optimizes student success by... A GHS staff will ensure that new teachers will receive support in organizational, management, and instructional issues which will result in an increase in teacher retention from the previous school year. This will create unity, stability, and improve our school climate.	All staff	Campus Budget	Nine Weeks	Staff survey	NA
4.2 The district will ensure that students and employees have access to the latest technology by utilizing integrated, innovative technology in academic instruction to engage students in interactive lessons. (Title I SW) (Obj 2)	Director of Technology, Principals, Career Teachers, Technology Dept. Staff	Local Budget	Nine Weeks	Blackboard Letters home to parents, updates on website, email, parent portal	NA

Objective 4.2: Promote participation through parent/community involvement programs**Summative Outcome Measures:**

- GHS will provide at least one opportunity per semester for parent/community visits.
- Document attendance through booster clubs and parent volunteer programs.
- Family Engagement Plan 100% completed

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
4.2A Provide opportunities for parents to visit the school through planned activities	Principals,	Campus budget	Semester	Observations Agendas Sign in sheets	NA
4.2B Continue Booster Clubs for Athletics, Band, & Choir	AD, Band director, Choir Director	None needed	Semester	Agendas Sign in sheets	NA
4.2C Provide opportunities for parents to volunteer or to become involved in school activities	Principals	Campus Budget	Semester	Number of Volunteers	NA

Board Goal 5: Communication and Community Partnerships: Gladewater ISD will promote school, parent, and community partnerships and communication fostering increased student success.

Objective 1. The District will promote strong, mutually beneficial relationships with parents and community partners through opportunities for parent and community involvement in school events.

Objective 2. The District will promote strong, mutually beneficial relationships with parents and community partners through effective internal and external communication and opportunities for collaboration among all stakeholders.

Summative Outcome Measures:

- GHS can gather through BlackBoard on the number of members reached.
- GHS can show evidence of stakeholder participation in committees.

Action Step/Strategy <i>Based on Campus Needs Assessment</i>	Person(s) Responsible	Financial Resources	Check Points	Measurement Tool	Title 1 Schoolwide Component (#1-10)
Engage all stakeholders in meaningful interactions that increase opportunities for partnerships and awareness of the need for partnerships. (Obj 1,2)	All Staff	Campus Budget	Nine Weeks	Committee member participation	NA
Continue to utilize electronic, print, and social media to communicate with stakeholders and to promote district events and achievements. (Obj 1,2)	All Staff	Campus Budget	Nine Weeks	Blackboard Letters home to parents, updates on website, email, parent portal	NA

Ten Components of a Title 1 Schoolwide Program

Component s	
1	Comprehensive Needs Assessment (Internal and external Data)
2	Reform Strategies (Scientifically-based programs for all students)
3	Instruction by Highly Qualified Teachers (All teachers and paraeducators met HQ status)
4	High-Quality Professional Development (Program must support school wide goals)
5	Strategies to Attract Highly Qualified Teachers (Recruit and retain teachers)
6	Strategies to Increase Parental Involvement (Support and maintain two-way communication with home and school)
7	Transition (Support early childhood programs)
8	Teacher Decision-Making Regarding Assessments (Collaborative process on local assessments)
9	Effective and Timely Assistance to Students (Students are to be provided effective and timely academic assistance)
10	Coordination and Integration (Use of State, Federal, and local monies to support programs for all students)

