



Goose Creek CISD

Strategic Plan 2018 -2022

ENGAGE INSPIRE EMPOWER



CONSOLIDATED
INDEPENDENT
SCHOOL DISTRICT

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INSPIRE
EMPOWER



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INDEPENDENT
SCHOOL DISTRICT

Mission “Developing the Whole Child”

Goose Creek CISD develops and enhances each learner’s intellectual, social, and emotional well-being facilitated by a highly qualified team committed to Growth, Community, Collaboration, Innovation, Success and Determination.

Vision

We empower every student with the knowledge and skills they need to succeed in a global community.

Core Values

Graduate every child

Children first, in a safe and nurturing educational environment

Collaborative community and parental involvement

Integrity, Respect, Humility and Transparency

Service before self

Diversity Respected



Goose Creek Consolidated ISD Strategic Plan 2018-2022

	Strategic Targets	Strategies	Key Strategic Measures
Goal 1 Increase Academic Achievement	Overall Score	<ul style="list-style-type: none"> Identify district-wide non-negotiables and create/revise Instructional Focus Documents for all content areas and grade levels. Identify and evaluate culturally responsive text/resources to embed across content areas. Identify and provide professional development on culturally relevant teaching. Identify relationship building minimal expectations for all campuses. Develop a protocol for monitoring district developed tenets for relationship-building (including students, parents, staff and community). Host (at minimum) one social family event per year. Establish district standards on customer service. Identify district-wide high-yield strategies that support underserved populations. Provide comprehensive professional development plans to support identified high-yield strategies. Implement teacher-to-teacher modeling and instructional support. Incorporate Instructional Rounds to impact problem of practice, which develops level of next-work into PLCs and identified instructional support. 	<ul style="list-style-type: none"> State Assessment Results TAPR Report Survey Results (parents, students and staff) Curriculum Documents Training Schedules Professional Development Plans Attendance Reports ESSA Equity Plan Results
	College, Career, Military Readiness		
	Closing the Gaps		
	Improved Attendance Rates		
	Increase accomplished/distinguished ratings from prior years		
Goal 2 Strengthen Community Partnerships	Increase Community Relationships	<ul style="list-style-type: none"> Establish and nurture partnerships with students, families, businesses, and community members that will strengthen and unite our school district. 	<ul style="list-style-type: none"> Partners In Education Community and District wide events
	Increase Effective Communication	<ul style="list-style-type: none"> Programs relevant to the communications interest shall be prominently displayed on the district website with progress report. District departments will be available to communicate information and achievements with our community through presentations. 	<ul style="list-style-type: none"> District Website Updates Community Presentations Recognitions Board Meetings
Goal 3 Deliver Operational Excellence	Maintain and Improve Facilities, Safety, and Security Systems	<ul style="list-style-type: none"> Reduce annual Maintenance Cost per student (from \$1,062 p/s to \$1,000 p/s) Reduce Electricity usage/cost per year Reduce Maintenance and Parts/cost per year Monitor PM Program to lower maintenance/systems down time 	<ul style="list-style-type: none"> Program Audits (ABM) Review PM Schedules and Programs
	Provide a Safe and Secure Environment for all staff and students.	<ul style="list-style-type: none"> Monitor and Reduce Safety and Security Incident Reports (<i>excluding verbal and social media threats</i>) Increase Safety and Security Measures/Drills to reduce School Threats Increase Police Officers by 2 for the next 5 years Increase Security Officers by 2 for the next 5 years 	<ul style="list-style-type: none"> Internal/External Safety Audits (GCCISD and HCDE) Internal/External Safety Drills and Training
Goal 4 Employee Excellence and Organizational Development	Increase Employee Retention	<ul style="list-style-type: none"> Collaborate with Ready, Set, Teach, and the New Teacher Career Academy to "Grow Our Own." Strong Alliance with BAER2 "Baytown Area Education Recruitment & Retention" Partnership with the University of Houston Clear Lake Mentor-Mentee Program Association with the Educational Pre-Service Supervisors with University of Houston Clear Lake 	<ul style="list-style-type: none"> Staff Turnover Staff Absenteeism Monitor Teacher Effectiveness
	Increase Employee Job Satisfaction	<ul style="list-style-type: none"> Research and define an Employee Organizational Health Inventory Develop a Base line for continuous improvement Staff Development on strategies to improve employee relations and foster partnerships. 	<ul style="list-style-type: none"> Salary Comparison Staff Satisfaction Survey
Goal 5 Deliver Excellence in Financial Management and Stewardship	Maintain unassigned fund balance minimum: 3 months (25%) operating reserve	<ul style="list-style-type: none"> Adopt a balanced budget at the operating level on an annual basis Develop and maintain long-range capital improvement plan and seek financial resources needed to accomplish goals of the District Consider all cost savings and operating efficiency options Analyze current and historical data of District and peers, applying benchmarking to compare key metrics with other districts. 	<ul style="list-style-type: none"> Fund Balance Acquisition of capital assets & improvements Operating expenditures per student Instructional expenditures per student
	Bond Credit Rating Maintain Aaa or higher (with PSF Guarantee)	<ul style="list-style-type: none"> Ensure the District receives an unmodified opinion on the audited Annual Financial Report (AFR) Review financial metrics to ensure the District maintains a superior rating on schools FIRST report 	<ul style="list-style-type: none"> Bond rating Annual audit FIRST rating

PORTRAIT OF A GRADUATE

