

**PRIORITY
2**



**HIGH PERFORMING &
ENGAGED WORKFORCE**



**Educate.
Inspire.
EMPOWER!**

PRIORITY 2



HIGH PERFORMING & ENGAGED WORKFORCE

Awards & Recognitions PRIORITY 2



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Mrs. Sharon Reckaway and our District Social Work team (Jessica Rombs, Joanna Rocha, Michelle Campbell) worked with TEXAS YES and community donors to gather school supplies for our 2,311 elementary students (PK – 5th grades)!
Thank you to our incredible donors and our awesome team!

Priority 2 Report

October 10, 2023

- ▶ Balanced Scorecard: Goals 2.1 - 2.2
 - ▶ Review - Prior Year(s) History / Data
 - ▶ Status - Current State / Data
- ▶ Key Strategic Action(s)
- ▶ Progress to Date
- ▶ Next Steps
- ▶ Q & A



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Priority 2

GOALS



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2.1 - Annually increase the percentage of **STAFF SATISFACTION**.

2.2 - Annually increase the **RETENTION RATE** of **HIGHLY EFFECTIVE** faculty and staff.

Balanced Scorecard (BSC)

Approved by the School Board in February 2021

QUICK TIP: To view the Balanced Scorecard at any time, visit: g-pisd.org/BSC

2021-2025

Balanced Scorecard (BSC)

MISSION: The mission of G-PISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

PRIORITY 1

Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career, and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

PRIORITY 2

High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3

Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

PRIORITY 4

Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

g-pisd.org



[gpisdwildcats](https://g-pisd.org)



[@GPISD1](https://twitter.com/GPISD1)



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REVIEW – Prior-Year Data

"Where we were ..."

► Measurement: District Engagement Surveys

STAFF SURVEY
SPRING 2022 571 Respondents
82%



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STATUS - Current State / Data

"Where we are ..."

► Measurement: District Engagement Surveys

STAFF SURVEY	
SPRING 2022 571 Respondents	SPRING 2023 625 Respondents
82%	83.2%



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KEY STRATEGIC ACTION

"Where we are going ..."

- ▶ **"LAUNCH AND IMPLEMENT FAMILY ENGAGEMENT COMMITTEE."**
 - ▶ DISTRICT BELIEF: We believe our parents and families are true partners, have a voice, and have high expectations.
 - ▶ Diverse representation for all schools/zones
 - ▶ Inclusive of teachers/staff for true engagement
 - ▶ Advisory capacity - Not a decision-making body
- ▶ Launch PAWSitive Praise - to include additional opportunities to have our staff praised



PROGRESS TO DATE

"Where we are going ..."

▶ LAUNCHED & BEING IMPLEMENTED

- ▶ Open Benefits enrollment - June-Aug '23
- ▶ Begin Academic Calendar (Org groups provide input). - Aug '23
- ▶ Begin Compensation and Salary Study Process - Sept '23
- ▶ Begin New Pawsitive Praise for Staff - Oct '23



NEXT STEPS

"Where we are going ..."

- ▶ **Assess, refine processes for new committee**
 - ▶ Ensure adequate ways to hear all voices
 - ▶ Prioritize agenda topics based on immediate needs
- ▶ **Develop full strategy for Compensation Study ensuring voice has high impact among all internal leaders/stakeholders**
- ▶ **Provide transparency via meeting summaries**
- ▶ **Celebrate & Recognize Staff Members**



Thank you!

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