

Fort Bend Independent School District

Garcia Middle School

2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

FBISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

Vision

Fort Bend ISD will graduate students who exhibit the attributes of the District's [Profile of a Graduate](#).

Value Statement

We OWN what we do, and GRIT gets us through.

Table of Contents

Goals	4
Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students	4
Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working	7
Goal 3: FBISD will recruit, develop, and retain high quality teachers and staff	10
Goal 4: FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community	11
Goal 5: FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement	12

Goals

Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

Performance Objective 1: By June 2024, GMS will improve Tier 1 instructional practices through the implementation of student ownership of learning and teacher/student clarity, as evidenced by indicators of success.

Indicators of Success: Summative indicators of success:

By June 2024, GMS students use Clarity tools to interact with and identify success criteria within their work as evidenced in lesson plans and classroom observations 25% of the time.

By June 2024, GMS teachers will attend two or more professional learning experiences focused on teacher and student clarity.

By June 2024, GT students will be placed into advisory classes that meet twice per week and make progress on TPSP projects.

Formative Indicator of Success:

By January 2024, GMS will use teacher and student surveys to guide further implementation of Clarity tools.

Strategy 1 Details	Reviews			
<p>Strategy 1: Professional learning experiences build teacher Clarity toolkit.</p> <p>Strategy's Expected Result/Impact: By June 2024, Teachers build proficiency in designing and implementing Clarity tools with their students.</p> <p>Staff Responsible for Monitoring: Campus administration and teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
	 <p>35%</p>	 <p>35%</p>	 <p>50%</p>	

Strategy 2 Details	Reviews			
<p>Strategy 2: Campus administrators inspect lesson plans for Clarity components.</p> <p>Strategy's Expected Result/Impact: By June 2024, campus administrators can identify trends in implementation of clarity tools and provide feedback and support.</p> <p>Staff Responsible for Monitoring: Campus administration and teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: GMS will provide advisory time for GT students to engage with student ownership tools for clarity in order to be successful within the guidelines for the TPSP project as outlined by TEA.</p> <p>Strategy's Expected Result/Impact: By October 2023, all GT identified students will be placed in a GT advisory class that will meet twice per week.</p> <p>By June 2024, 30 percent of GT students meet criteria to complete the TPSP project and participate in the campus showcase.</p> <p>Staff Responsible for Monitoring: GT advisory teacher, COG</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: GMS teachers will utilize advisory time, for students needing accelerated instruction, to engage students with tools for clarity in order to advance their math and english proficiency.</p> <p>Strategy's Expected Result/Impact: By June 2024, advisory students engaged in HB tutorials will improve math and/or english proficiency.</p> <p>Staff Responsible for Monitoring: Teachers, administrators</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

Performance Objective 1: By June 2024, GMS will improve student ownership of behavior through consistent implementation of PBIS strategies as evidenced by indicators of success.

Indicators of Success: Formative Indicator of Success:

By September 2023, 100 percent of GMS teachers will facilitate a classroom respect agreement and implement classroom expectations/guidelines for success aligned with school wide expectations.

Summative Indicator of Success:

By June 2024, teachers will apply guidelines for success within the classroom as evidenced by CST/walkthrough observations.

By June 2024, hallway discipline referrals will decrease by 10 percent from 2022-23 school year.

By June 2024, GMS administration will have conducted a grade level POD Talk every nine weeks.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers receive professional learning on developing classroom expectations that are aligned with school wide expectations.</p> <p>Strategy's Expected Result/Impact: This strategy will increase student's ownership of behavior by ensuring alignment of campus behavior expectations. Each teacher will complete a behavior matrix for specific classroom procedures to be shared with grade level administrator. Discipline will be reviewed monthly in the PBIS meetings to address trends.</p> <p>Expected outcome: Decrease in campus discipline referrals</p> <p>Staff Responsible for Monitoring: Campus administration and teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Administrators will conduct POD Talks to teach campus expectations.</p> <p>Strategy's Expected Result/Impact: This strategy will help reinforce behavior expectations and address trends that have been seen in data over the nine weeks. Administrators will use an agenda that outlines campus expectations and addresses data specific to the grade level. Discipline and surveys will be reviewed monthly in PBIS to drive the POD Talk agenda.</p> <p>Expected outcome: Increase in student compliance and campus consistency regarding behavior</p> <p>Staff Responsible for Monitoring: Campus administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: GMS' PBIS committee will share strategies to help students with character development and conflict resolution.</p> <p>Strategy's Expected Result/Impact: Students will develop skills to positively interact with staff and students.</p> <p>Staff Responsible for Monitoring: PBIS committee, campus administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: GMS will increase awareness of health and wellness through announcements and advisory lessons.</p> <p>Strategy's Expected Result/Impact: Increase student and staff participation and awareness of health and wellness.</p> <p>Staff Responsible for Monitoring: Wellness committee</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				

Strategy 5 Details	Reviews			
<p>Strategy 5: GMS will implement strategies to prevent students from dropping out due to poor attendance.</p> <p>Strategy's Expected Result/Impact: Decreased chance of students dropping out and/or losing credit due to poor attendance</p> <p>Staff Responsible for Monitoring: Attendance committee, campus administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: FBISD will recruit, develop, and retain high quality teachers and staff

Goal 4: FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

Performance Objective 1: By June 2024, GMS will improve stakeholder communication by increasing proficiency of technology resources for teachers, students, and parents as evidenced by indicators of success.

Indicators of Success: Formative Indicator of Success:

By October 2023, GMS will provide students and teachers a technology resource survey to gauge proficiency and usage.

Summative Indicator of Success:

By June 2024, GMS will provide students and teachers with 3 or more learning opportunities on technology resources.

By June 2024, GMS will increase parent and student traffic on Schoology and Skyward by 10 percent from August to May.

Strategy 1 Details	Reviews			
<p>Strategy 1: GMS will provide teacher professional learning to improve proficiency with Skyward and Schoology tools.</p> <p>Strategy's Expected Result/Impact: Teachers build proficiency in implementation of Skyward and Schoology tools to improve communication and clarity with students and parents.</p> <p>Staff Responsible for Monitoring: Campus administration and teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - 199 General Fund</p>	Formative			Summative
	Oct	Dec	Feb	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement