Garland Independent School District

Alternative Education Center

2023-2024 Goals/Performance Objectives/Strategies

Mission Statement

Mission Statement

The mission of the Garland Alternative Education Center is to provide a quality education to all students in a safe and positive learning environment where students assume responsibility for their own learning and behavior.

Vision

Vision Statement

The Garland Alternative Education Center vision is to recognize that each student is the most important person in the school. We will continuously improve our students' academic, social, and personal skills by offering multiple opportunities of learning in a safe, nurturing and academically challenging environment.

Core Beliefs

We, at the GAEC believe as an educational FAMILY that we must demonstrate/employ LOVE, FAITH, INTEGRITY and ACCOUNTABILITY to ensure the educational success of our students.

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Goals

Goal 1: By May 2024, GAEC will implement a comprehensive cultural training program for all staff members, resulting in increased knowledge of system, process, and protocols within the school community.

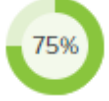**Performance Objective 1:** We will celebrate cultural and special events throughout the school year.
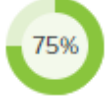
    Evaluation Data Sources: Celebration Schedule

Strategy 1 Details				Reviews			
Strategy 1: Develop a calendar to celebrate the culture of the building through fellowship and team-building.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Retention of teachers **Staff Responsible for Monitoring:** Admin. Teachers				**Nov**	**Feb**	**Apr**	**June**
				50%	75%		
	0% No Progress	100% Accomplished		→ Continue/Modify		✕ Discontinue	

Goal 1: By May 2024, GAEC will implement a comprehensive cultural training program for all staff members, resulting in increased knowledge of system, process, and protocols within the school community.

Performance Objective 2: We will implement Phoenix Academy for staff new to campus and staff for staff review.

    Evaluation Data Sources: Teacher Surveys
Student Surveys
Parent Surveys

Strategy 1 Details	Reviews			
Strategy 1: Teachers new to campus will meet monthly to support their first year on campus.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Retention of staff members	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Admin. Teachers	50%	75%		
Strategy 2 Details	**Reviews**			
Strategy 2: Send surveys out to students, staff, and parents for feedback on areas of improvement.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase staff retention.	**Nov**	**Feb**	**Apr**	**June**
	45%	75%		
	0% No Progress 100% Accomplished ➡️ Continue/Modify ✖️ Discontinue			

Goal 2: By May 2024, GAEC will reduce the number of student management incidents 5%, promoting a more positive and conducive learning environment for all students.

Performance Objective 1: Implement data meetings for incidents that occur on campus.

Evaluation Data Sources: Leveled discipline
Review 360
TTESS walkthrough data

Strategy 1 Details	Reviews			
Strategy 1: Implement SEL curriculum and Restorative Practices. In addition, we will implement CHAMPs in every classroom and common areas.	**Formative**			**Summative**
	Nov	**Feb**	**Apr**	**June**
Strategy's Expected Result/Impact: Decrease in number classroom incidences that lead to exclusionary consequences. **Staff Responsible for Monitoring:** Counselors Admin. Teachers	50%	75%		
	0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 2: By May 2024, GAEC will reduce the number of student management incidents 5%, promoting a more positive and conducive learning environment for all students.

Performance Objective 2: Implement Family Engagement Program for students and parents.

Evaluation Data Sources: Survey Data
Calendar of Topics

Strategy 1 Details			Reviews		
Strategy 1: Provide guidance for drug awareness, anger management, and conflict resolution.			Formative		Summative
Strategy's Expected Result/Impact: Decrease in number classroom incidences that lead to exclusionary consequences.		Nov	Feb	Apr	June
Staff Responsible for Monitoring: Counselors		50%	75%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 2: By May 2024, GAEC will reduce the number of student management incidents 5%, promoting a more positive and conducive learning environment for all students.

Performance Objective 3: Implement daily attendance strategies for student retention.

    Evaluation Data Sources: PEIMS
Skyward

Strategy 1 Details	Reviews			
Strategy 1: Recognize perfect attendance while at GAEC through a certificate or incentive program.	**Formative**			**Summative**
Strategy's Expected Result/Impact: To recognize and incentives students who are coming to school each day.	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Administration Counselors Attendance Committee	50%	75%		
Strategy 2 Details	Reviews			
Strategy 2: Providing parent or student of age a standard form to write an excuse note for absences.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Providing parent or student of age a standard form to write an excuse note for absences.	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Data Clerk Administration	50%	75%		

0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue

Goal 3: By May 2024, GAEC will implement a comprehensive professional development program that includes a variety of workshops, seminars, and training sessions to enhance staff members' knowledge and skills, ultimately improving instructional practices and student outcomes.

Performance Objective 1: Staff development will be held every 3rd Wednesday of the Month.

  Evaluation Data Sources: Eduphoria Courses
  Survey Data
  Professional Development Calendar.

Strategy 1 Details	Reviews			
Strategy 1: Create a comprehensive professional development plan for the year.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved Tier 1 instruction and behavior management.	**Nov**	**Feb**	**Apr**	**June**
Staff Responsible for Monitoring: Admin. Teachers Counselor	50%	75%		

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 3: By May 2024, GAEC will implement a comprehensive professional development program that includes a variety of workshops, seminars, and training sessions to enhance staff members' knowledge and skills, ultimately improving instructional practices and student outcomes.

Performance Objective 2: GAEC will ensure that ALL students are prepared for college, career, and life by increasing student performance measures, postsecondary readiness, and graduation rates.

    Evaluation Data Sources: Administration data; Rosters; Testing administration agenda

Strategy 1 Details	Reviews			

Strategy 1: Testing windows established for incoming/ outgoing students to ensure proper test materials are in place for each student.
    Strategy's Expected Result/Impact: Increased student success on tests and completion of testing requirements.
    Staff Responsible for Monitoring: Administration Staff
	Formative			Summative

	Nov	Feb	Apr	June
	50%	75%		
Strategy 2 Details	Reviews			

Strategy 2: Implementing EB and SPED strategies including materials for test administration.
    Strategy's Expected Result/Impact: Increased student success on tests and completion of testing requirements.
    Staff Responsible for Monitoring: Administration Staff
 	
    Funding Sources: - 199 - PIC 23 SPED State Allotment Funds - $514, - 199 - PIC 24 State Comp Ed Funds - $2,716, - 199 - PIC 25 Bil../ESL State Allotment Funds - $1,771
	Formative			Summative

	Nov	Feb	Apr	June
	50%	75%		
	0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			