

**Garland Independent School District**  
**Gilbreath-Reed Career & Technical Center**  
**2023-2024 Goals/Performance Objectives/Strategies**

# Mission Statement

The mission of the Gilbreath-Reed Career and Technical Center is to enhance students' educational experiences by partnering with our community with the support of parents to provide a practical learning environment that puts academics to work in real-life scenarios AND to provide the necessary employability and technical skills to create career-ready/college-ready students.

## Vision

The Gilbreath-Reed Career and Technical Center has a growth mindset philosophy to adapt to ever-changing job market needs. The faculty and staff are committed to providing challenging, collaborative and engaging experiences to prepare them for high demand careers in a global economy.

## Value Statement

The Gilbreath-Reed Career and Technical Center staff and community believe all students can be a part of an educated, prepared, and adaptable workforce through instruction that incorporates the identified 6Es:

Expose- We EXPOSE all students to real-life problem solving.

Enlighten- We ENLIGHTEN all students to the possibilities tat career and technical education provides.

Engage- We ENGAGE all students in relevant, collaborative learning experiences.

Empower- We EMPOWER all students to take personal ownership for their learning.

Envision- We ENVISION all students acquiring the knowledge and skills to succeed in the 21st century.

Enrich- We ENRICH all students by providing challenging opportunities so they will be college, career and life ready.

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# Goals








**Goal 1:** Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Performance Objective 1:** Student enrollment at the GRCTC will increase 5% for 2023-24 school year.

**HB3 Goal**

**Evaluation Data Sources:** Course enrollment in spring 2024

| Strategy 1 Details   | Reviews   |   |            |                  |
|--|---|---|------------|------------------|
| <p><b>Strategy 1:</b> Hold open house meetings with tours for schools and the community.<br/> <b>Strategy's Expected Result/Impact:</b> Increased awareness of programs at the GRCTC and enrollment for 2023-2024.</p> <p><b>TEA Priorities:</b><br/>           Connect high school to career and college<br/> <b>- ESF Levers:</b><br/>           Lever 3: Positive School Culture<br/> <b>Problem Statements:</b> Demographics 1</p> | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Nov</b>  | <b>Feb</b>  | <b>Apr</b> | <b>June</b>      |
|  | N/A   |    |            |                  |
| Strategy 2 Details   | Reviews   |   |            |                  |
| <p><b>Strategy 2:</b> Teachers will use vertical alignment with feeder campuses to help recruit and retain students.<br/> <b>Staff Responsible for Monitoring:</b> Teachers, counselor, administration</p> <p><b>TEA Priorities:</b><br/>           Connect high school to career and college<br/> <b>Problem Statements:</b> Demographics 1</p>   | <b>Formative</b>  |   |            | <b>Summative</b> |
|  | <b>Nov</b>  | <b>Feb</b>  | <b>Apr</b> | <b>June</b>      |
|  |  |  |            |                  |

| Strategy 3 Details   | Reviews   |   |   |           |
|--|---|---|---|-----------|
| <p><b>Strategy 3:</b> Counselor training for home campus counselors about GRCTC programs and offerings.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in enrollment for 2024-2025.</p> <p><b>Staff Responsible for Monitoring:</b> GRCTC Counselor, Principal</p> <p><b>TEA Priorities:</b><br/>Connect high school to career and college, Improve low-performing schools</p> <p>- <b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p> | Formative   |   |   | Summative |
|  | Nov   | Feb   | Apr   | June      |
|  |  |  |  |           |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |   |   |   |           |










**Performance Objective 1 Problem Statements:**

| Demographics  |
|---|
| <p><b>Problem Statement 1:</b> The campus has not fully recovered its enrollment for the the upcoming school year. <b>Root Cause:</b> Decrease in enrollment in the district and students without prerequisites from the home campus.</p> |

**Goal 1:** Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Performance Objective 2:** The GRCTC will increase passing rate of IBCs from 71% to 75%.

**Evaluation Data Sources:** Eduthings

| Strategy 1 Details   | Reviews  |   |   |                  |
|--|--|---|---|------------------|
| <p><b>Strategy 1:</b> Teachers will monitor and track student skills throughout year.<br/> <b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Title I:</b><br/>2.4, 2.6<br/> <b>- TEA Priorities:</b><br/>Connect high school to career and college<br/> <b>- ESF Levers:</b><br/>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction<br/> <b>Problem Statements:</b> Student Learning 2</p>  | <b>Formative</b>   |   |   | <b>Summative</b> |
|  | <b>Nov</b>   | <b>Feb</b>  | <b>Apr</b>  | <b>June</b>      |
|  |  25%  |  90%   |   |                  |
| Strategy 2 Details   | Reviews  |   |   |                  |
| <p><b>Strategy 2:</b> Professional Development will be provided on engaging instructional strategies and interventions such as small group.<br/> <b>Strategy's Expected Result/Impact:</b> Higher level of performance<br/> <b>Staff Responsible for Monitoring:</b> Teacher, Administrators</p> <p><b>Title I:</b><br/>2.6<br/> <b>- TEA Priorities:</b><br/>Connect high school to career and college<br/> <b>- ESF Levers:</b><br/>Lever 5: Effective Instruction<br/> <b>Problem Statements:</b> Student Learning 2</p>  | <b>Formative</b>   |   |   | <b>Summative</b> |
|  | <b>Nov</b>   | <b>Feb</b>  | <b>Apr</b>  | <b>June</b>      |
|  |  50% |  100% |  100% |                  |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |  |   |   |                  |

**Performance Objective 2 Problem Statements:**










## Student Learning

**Problem Statement 2:** Percentage of students passing IBCs decreased from 73% to 71%. **Root Cause:** New IBCs aligned to POS eliminated some more accessible IBCs as an option to test.

**Goal 1:** Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Performance Objective 3:** GRCTC will more consistently implement discipline policy and employability skills.

**Evaluation Data Sources:** Discipline data

| Strategy 1 Details   | Reviews  |  |  |                  |
|--|--|--|--|------------------|
| <p><b>Strategy 1:</b> Staff will utilize Employability Skills as classroom contract with students, including this as a grade 3 times per grading cycle.</p> <p><b>Strategy's Expected Result/Impact:</b> Decreased tardies and dress code incidents.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers</p> <p><b>Title I:</b><br/>2.5</p> <p>- <b>TEA Priorities:</b><br/>Connect high school to career and college</p> <p>- <b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p>    | <b>Formative</b>   |  |  | <b>Summative</b> |
|  | <b>Nov</b>   | <b>Feb</b>   | <b>Apr</b>   | <b>June</b>      |
|  |   |   |  |                  |
| Strategy 2 Details   | Reviews  |  |  |                  |
| <p><b>Strategy 2:</b> GRCTC staff will create and implement core teaching values.</p> <p><b>Strategy's Expected Result/Impact:</b> Engaging instruction in classrooms</p> <p><b>TEA Priorities:</b><br/>Connect high school to career and college</p> <p>- <b>ESF Levers:</b><br/>Lever 3: Positive School Culture</p>   | <b>Formative</b>   |  |  | <b>Summative</b> |
|  | <b>Nov</b>   | <b>Feb</b>   | <b>Apr</b>   | <b>June</b>      |
|  |  |  |  |                  |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p> |  |  |  |                  |



**Goal 2:** GRCTC will increase staff retention rate for 2024-2025.

**Performance Objective 1:** Staff retention will increase from 79% to 85% for the 2023-2024 school year.

**Evaluation Data Sources:** Sign in sheets, staff retention data

| Strategy 1 Details  | Reviews          |            |            |                  |
|---|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> New staff will attend meetings (Lunch and Learns and after school ) for New Staff Academy throughout year.<br/> <b>Staff Responsible for Monitoring:</b> Principal, AP</p> <p><b>TEA Priorities:</b><br/>                     Recruit, support, retain teachers and principals<br/>                     - <b>ESF Levers:</b><br/>                     Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture<br/> <b>Problem Statements:</b> Perceptions 2</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Nov</b>       | <b>Feb</b> | <b>Apr</b> | <b>June</b>      |
|   |                  |            |            |                  |
| Strategy 2 Details  | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Staff will be celebrated and recognized for achievements and milestones.<br/> <b>Strategy's Expected Result/Impact:</b> Increased staff morale<br/> <b>Staff Responsible for Monitoring:</b> Social Committee</p> <p><b>TEA Priorities:</b><br/>                     Recruit, support, retain teachers and principals<br/>                     - <b>ESF Levers:</b><br/>                     Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Nov</b>       | <b>Feb</b> | <b>Apr</b> | <b>June</b>      |
|   |                  |            |            |                  |
| <p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>  |                  |            |            |                  |

**Performance Objective 1 Problem Statements:**

| <b>Perceptions</b>   |
|--|
| <p><b>Problem Statement 2:</b> 21% of staff turned over for 2023-2024 year. <b>Root Cause:</b> Retirements and better paying opportunities</p> |