

# Discussion Items



Regular Board Meeting February 23, 2023  
Sunland Park Elementary

# Gadsden Independent School District



## Strategic Plan 2022

# Strategic Plan: Quarterly Update

**Strategic Goal 1 – Develop & create exemplary learning environment through different modes of instruction and evaluation**

# Strategic Plan - Goal 1 - In Progress

1. Build Layer I structures that meet the needs of all students through the implementation of MLSS
  - Marzano 3 Year Partnership to Address Layer 1
  - Achievement Data
2. Ensure Layer 1 Instruction is aligned to standards for proficiency grading
  - Proficiency Scales (Critical Concepts)
4. Define expectations and responsibilities for School Support, Family Expectations, and Community Schools
  - NM Dash Plan-School Alignment
  - Family School Relationships
  - Parental Involvement
  - GISD Social Media

# Strategic Plan - Goal 1 - In Progress

5. Integrate Health and Wellness personnel to establish a community schools initiative
  - [GISD Health and Wellness Policy](#)
  - [Community Centers](#)
6. Establish a districtwide Structured Literacy Framework
  - [2022/23 Literacy Plan](#)
  - Support Secondary Literacy Instruction with the use of the New Art and Science of Teaching and [New Art and Science of Teaching Reading](#)
7. Establish STEM Pathways PreK - 12
  - [Secondary STEM Courses](#)
  - Elementary planning to implement PLTW Launch curriculum next year
8. Establish GISD Virtual Academy
  - [Edmentum Resources](#)

# Strategic Plan - Goal 1 - Completed and Monitoring

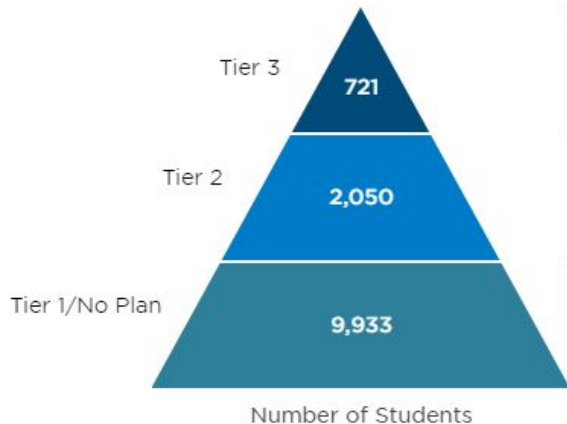
3. Build Layer 2 and 3 structures that meet the needs of all students through the MLSS implementation

**Gadsden**  
29 schools - 12,502 students

All interventions

2022-2023

Export



• **79%**  
Receiving  
**Tier 1/No Plan**

• **16%**  
Receiving  
**Tier 2**

• **6%**  
Receiving  
**Tier 3**

• **0%**  
Receiving  
**Tier: Other**

# Strategic Plan: Quarterly Update

**Strategic Goal 3 – Foster systems that support a culture of readiness**

# Strategic Plan - Goal 3 - In Progress

1. Develop a Framework for a GISD Graduate Profile PreK-12
  - Requirements for Graduate Profile is part of proposed new graduation requirements currently being considered in the NM Legislature.
2. Establish Transition Protocols for PreK - Kinder, Elementary - Middle, and Middle to High School
  - Annual PreK to K transition visits currently being planned.
  - Annual MS to HS Campus transition visits occurred in December/January
  - End of Summer MS to HS Orientation visits to be scheduled.
3. Establish 6th Grade STEM Academy(s)
  - 6th Grade STEM Academy Facilities are included in plans for GMS and CMS



# Strategic Plan - Goal 3 - Completed and Monitoring

4. Establish Summer Jumpstart Enrichment Programs PreK-11th Grades
  - Jumpstart Program occurred in June of 2022 in partnership with the NMSU STEM Outreach Center - 1221 student participants
  - Planning for this year's (June 2023) Jumpstart program is in progress.

# Strategic Plan: Quarterly Update

**Strategic Goal 4 – Adequately staff the district with highly qualified personnel that provide rigorous instruction and support**

# Strategic Plan - Goal 4 - In Progress

1. Build upon programs and practices that attract, develop and retain quality teacher, new EC - 12 teachers and new to the profession EC -12 teachers
  - New Teacher Academy
  - Mentorship Program
  - On Boarding
2. Retention and Support for current teachers
  - Professional Development
  - On Boarding
3. Retention and Support of non-instructional staff
  - Implementation of System application
  - On Boarding

# Strategic Plan - Goal 4 - Completed and Monitoring

## Update and Continuous Monitoring:

- 91 Certified Teacher - licences expire 6/30/2023
  - 68 Alternative Program
  - 23 (Dossier, 1 Yr Licenses)
    - Google Meet Meeting followed up with correspondence, April follow up
- Mentorship Program
  - 35 Teachers - Year One
  - 57 Teachers - Year Two
    - Continued PD, Communication, Correspondence and Updates
- Support Staff
  - 30 day, 60 day, and 90 day check ins

Summary

**Questions, concerns, or ideas?**

# Board Committees

## Current Committees

- Budget/ Finance
- Audit
- Technology
- Bilingual
- Mental Health
- School Health Advisory Council
- Dona Ana Community College

## Proposed Committees

- Budget/ Finance
- Audit
- Equity
- Student Health Advisory
- Dona Ana Community College

# Current Committee Assignments

## Board Member Committee Membership

Athletic Committee: Armando Cano, Claudia Rodriguez

Bilingual Committee: Laura Salazar Flores

Finance Budget Committee: Arlene Murillo, Claudia Rodriguez

Audit Committee: Laura Salazar Flores, Daniel Castillo

Technology Committee: Daniel Castillo

DACC Committee: Laura Salazar Flores, Arlene Murillo

Mental Health Committee: Armando Cano, Claudia Rodriguez

Student Health Advisory Council: Armando Cano, Claudia Rodriguez

Summary: The board currently has 7 designated committees. Given the nature of our current climate the recommendation is to combine two of them leaving a total of 5 committees. During our next regular board meeting following the required reorganization of the board it is recommended that committee assignments be determined.

**Questions, concerns, or ideas?**



# Student Nutrition: Student Survey Results

## Elementary Students Food Survey Results

- Elementary Students that participate in the after school program dinner were surveyed on a paper form
- SNP compiled the results into the electronic format
- To date, only 10 campuses have turned in the completed surveys

Questions, concerns, or idea?

**Thank you.**

# Athletics

## Go Fan :

- Fiscal accountability
- Employee safety
- Accurate record keeping
- [GOFAN District Data](#)
- [GOFAN STHS Sample](#)

## Code of Conduct /Licensure :

- HR oversees licensure
- [NMAA Licensure/Certification](#)

## Training and Professional Development:

- District Meeting schedule- July- All head coaches/AC's. November- Winter coaches/AC's. January - Spring coaches/AC's
- <https://nfhslearn.com/>
- AC's- Weekly meeting. Review weeks events, any possible issues, special situations. AC's follow up with coaches .

Supervision and Evaluation - Follow GISD HR Policies. AC and AD evaluate Head Coaches. Head Coaches evaluate their assistants. Daily/Primary supervision of coaches is responsibility of AC and school admin. AD supports as appropriate.

Job Postings & Selection - Follow GISD HR Policies for both posting and selection. (Talent Ed)

# Athletics Cont.

## Fund Raising

- Athletics does not actively supervise fundraising. Principals at campus approve fundraising and ensure coaches are following guidelines and procedures as outlined by GISD. Teams are to follow District Finance policy as well as New Mexico Schools Athletic Equity Act.
- Monies raised by teams are deposited into the team account. There is not a “one pot” system.

Meal Policy/ Travel Example [Sample - out of town information for coach](#)

## Meeting July 30, 2023

- \$8.00 in Deming, Silver, Alamo, Cobre
  - \$10.00 all other locations, including playoffs/State
  - This matches with CTE
  - May add to amount with your fundraising monies-see sample
  - ONLY PURCHASE FOR NUMBER OF PEOPLE IN PARTY
  - NO MEAL SHOULD SHOW UP ON TICKET FOR HIGHER THAN AMOUNT ALLOWED.
  - NO TIPS ON ATHLETIC CREDIT CARD
  - Meals (Breakfast/Lunch may be requested from cafeteria)
- General Information is shared with AC's and Coaches on a regular basis. Head coaches are responsible for sharing information with team and parents

## Summary:

The Athletic Department continues to strive to meet the needs of all athletes and coaching personnel. GISD Athletics follows HR and Finance policies as outlined by GISD. By using the most updated software programs like GOFAN and providing the resources within the allowable budget and supporting the schools with the ever complex issue of sportsmanship we continue to see success.

# Questions, concerns, or ideas?

# School Counseling Protocols- Year at a Glance

- SEL (Social Emotional Learning)
  - NM PED SEL Framework
  - Panorama Quarterly Survey
  - Capturing Kids Hearts
  - Individual and Small Group Counseling sessions (Crisis & Interventions)
  - CASEL, 7 Mindsets
  - Tier 1 Classroom Lessons HS Advisory Curriculum; MS Advisory Curriculum
    - - Suicide prevent, anti-bullying, substance preventions awareness etc...
- College & Career Prep
  - Elementary to Middle School & Middle School to High School Transitions Visits
  - CTE Pathway Highlights per campus
  - Xello Career Discovery (K-12)
  - Next Step Planning through Xello & Advising
  - College Board Advanced Placement Courses & Testing
  - Dual Credit (Traditional & Blended Senior Year)
  - Post-Secondary Planning
    - College Applications, interviews, recommendations and Essays
    - NMCAC College Fair & Armed Forces Visits to Campus

# School Counseling Protocols- Year at a Glance

- Scholarships/FAFSA
  - Big Future, Going Merry, FastWeb Scholarship Finders
  - Gadsden Foundation Scholarship & Campus Local Scholarships
  - FAFSA Nights at campuses (Fall & Spring)
  - FAFSA and Scholarships completion and awards tracked by campus
- Student System Supports (MLSS)
  - Credit, Grade & Attendance monitoring
  - State Assessment Proficiency Monitoring for placement and Graduation Purposes
    - ACCESS, SAT, NM-ASR, EOC
    - Additional Post-Secondary Assessments: ASVAB, Accuplacer, TSIA, ACT
  - Grade Level Parent Nights
  - SLRT, SAT, 504, IEP, Crisis & Safety Committee Membership

# School Counseling Protocols

- [ASCA National Model](#)
- GISD [HS School Counselor Job Description](#):



## Summary:

Counselors work with school faculty, staff, students, parents, and community to plan, implement and evaluate a comprehensive school counseling program based on the American School Counseling Association (ASCA) national standards. Counsel students to fully develop each student's academic, career, personal and social abilities, and address the needs of special population students.

**Questions, concerns, or ideas?**

# Support Services

Yucca Heights Elementary requires an expansion to their sewage leach lines. Bohannon-Huston Engineers determined that it would require an additional 4 acres on the north side to extend the leach lines. District approached JB Colquitt of Colquitt Company Hueco Bolson Realty in hopes of purchasing the additional 4 acres adjacent to the north side of YHE.

Mr. Colquitt agreed to donate the land to GISD and will modify the current deed to include the 4 acres.

[Proposed 4-acre addition to YHE](#)

## Summary:

The additional land donated by J.B. Colquitt/Hueco Realty will allow GISD to expand the sewage leach lines for Yucca Elementary to the north of the campus.

**Questions, concerns, or ideas?**