



# ACCELERATING CAMPUS EXCELLENCE:

**Strategic Staffing Model  
Targeting High-Need  
Campuses**

# Collaborative Effort

Thank you for your time, talent, and dedication to the students of GISD!

## EXTERNAL PARTNERSHIPS

Commit!

Educate Texas

Best in Class

Teaching Trust

Dallas Afterschool Program

**FOOD SERVICE &  
TRANSPORTATION DEPARTMENTS**



**OTHER NTX SCHOOL DISTRICTS**



## CIA DIVISION

Assoc. Superintendent, Area Directors, RAAD, Curriculum & Instruction, Special Programs, Org Learning, Intervention, English Language Learners, Special Education



**STUDENT SERVICES  
DEPARTMENT**



**BUDGET DEPARTMENT**

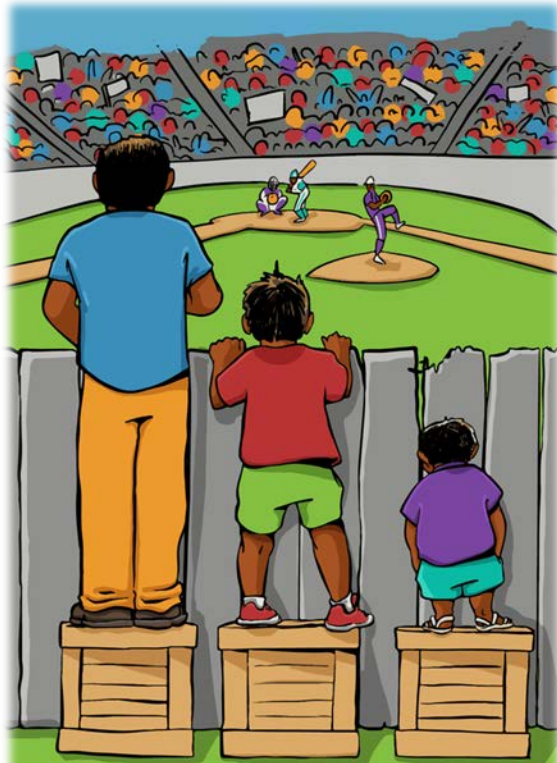


**HUMAN RESOURCES DIVISION**



**COMMUNICATIONS  
DEPARTMENT**

# EDUCATION: Equality vs. Equity



**EQUALITY**



**EQUITY**

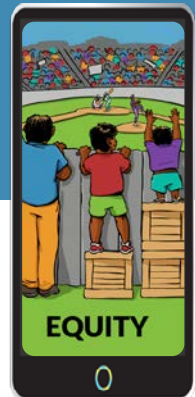
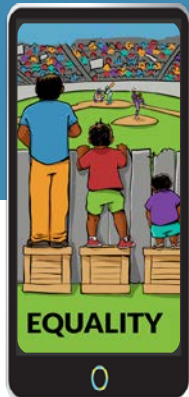
# EDUCATION: Equality vs. Equity

GISD has high performing campuses and low performing campuses  
(2017 STAAR % Meets Grade Level)

	Elementary Reading	Elementary Math	Middle School Reading	Middle School Math
<b>High Performing Campuses</b>	87%* <b>37%</b>	84%* <b>37%</b>	71%* <b>44%</b>	66%* <b>44%</b>
Average Campus Performance	49%	48%	42%	40%
<b>Targeted Campuses</b>	29% <b>85%</b>	27% <b>85%</b>	28% <b>84%</b>	25% <b>84%</b>

\* Indicates scores earned by academy campuses

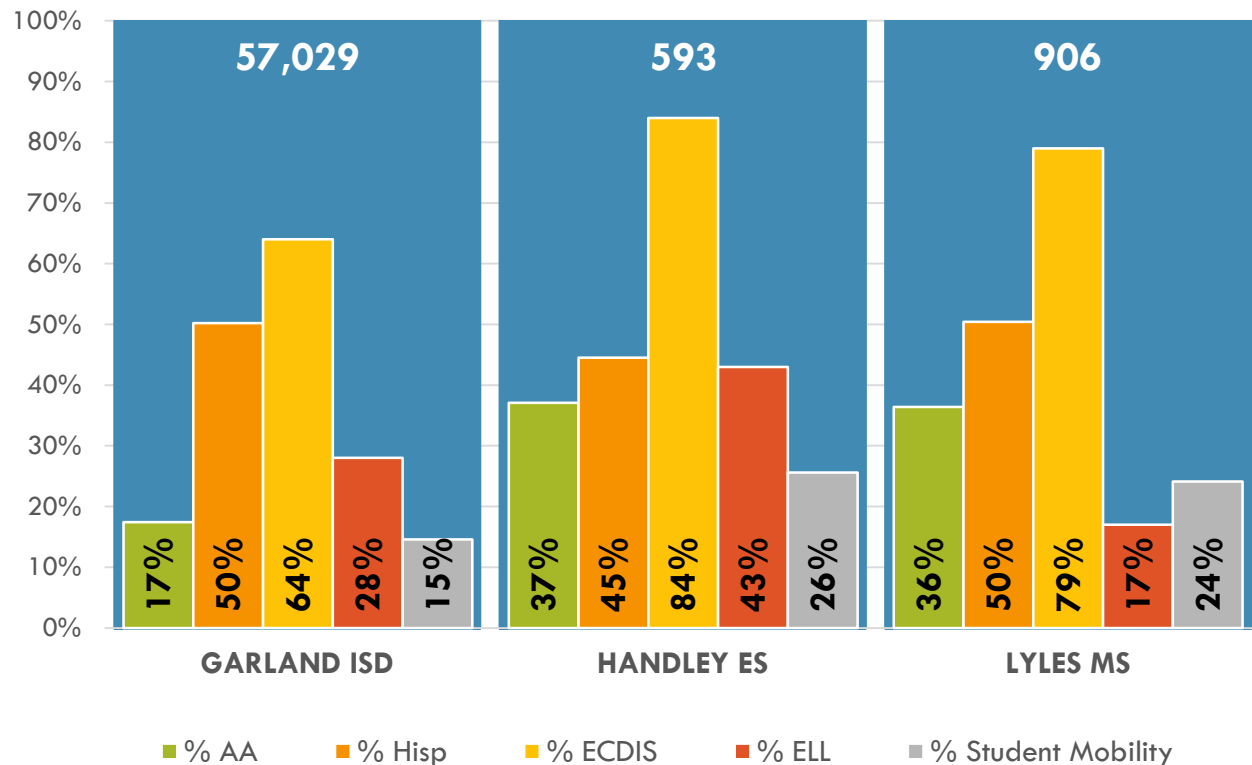
**% of Economically Disadvantaged Students Enrolled (GISD: 64%)**





# EDUCATION: Equality vs. Equity

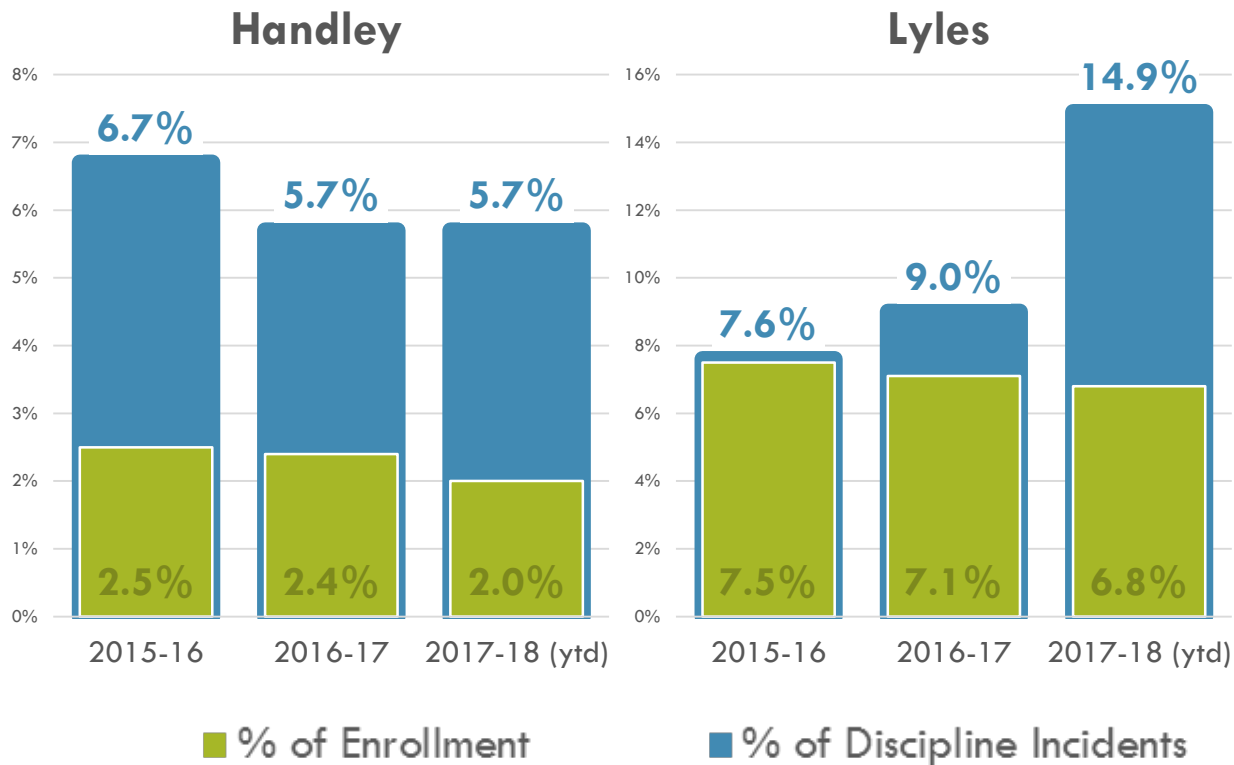
Student Demographic Information  
(2017 TAPR)





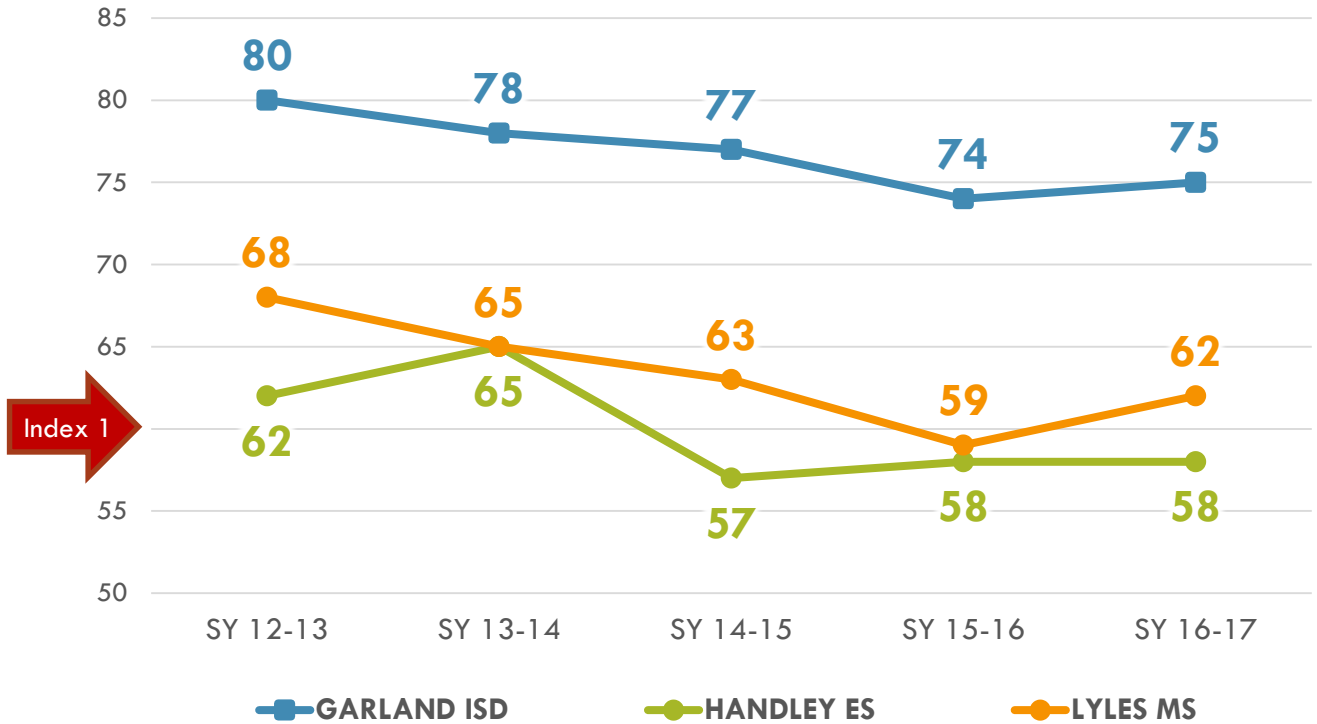
# EDUCATION: Equality vs. Equity

## ACE: Student Discipline Information



# EDUCATION: Equality vs. Equity

Longitudinal View of Index 1 Accountability Outcomes





# EDUCATION: Equality vs. Equity

## ACE: Staff Demographic Information

In the last six academic years, including 2017-18:

- Handley & Lyles have each had four campus principals, averaging a new principal every 1.5 years during this time frame
- Handley & Lyles have had more teacher turnover than any other GISD campus

### Handley – currently 35 classroom teachers:

- 0 hold alternative certification
- 6 (17%) have 0-3 years teaching experience  
(districtwide, 22% of elementary teachers have 0-3 years teaching experience)

### Lyles – currently 48 classroom teachers:

- 8 (17%) hold alternative certification  
(districtwide, 58 alternative certification middle school teachers; 13.7% work at Lyles)
- 21 (44%) have 0-3 years teaching experience  
(districtwide, 28% of middle school teachers have 0-3 years teaching experience)



# EDUCATION: Equality vs. Equity

## ACCELERATING CAMPUS EXCELLENCE

Launching in 2018-19, Garland ISD's Accelerating Campus Excellence (ACE) program is a new approach to education, which focuses on strategic staffing and student support. ACE first identifies specific staff members who will best fit the individual needs of students at participating campuses.

It ensures every student is supported academically, socially and emotionally in order to reach his or her greatest potential.

*Bringing Equity through  
Strategic Staffing &  
Student Support*





# EDUCATION: Equality vs. Equity

ACE: What will be different?

01

**STRONG & EFFECTIVE LEADERSHIP TEAM  
AND TEACHERS**

02

**INSTRUCTIONAL EXCELLENCE IN EVERY CLASS**

03

**EXTENDED LEARNING OPPORTUNITIES  
FOR STUDENTS & STAFF**

04

**SOCIAL & EMOTIONAL SUPPORT**

05

**PARENT & COMMUNITY PARTNERSHIPS**

# EDUCATION: Equality vs. Equity

ACE: The Process

CAMPUS & STAFF IDENTIFICATION 01

INVITATION 02

INCENTIVIZATION 03

ORIENTATION 04

IMPLEMENTATION 05

EVALUATION & CELEBRATION 06





- Maintain student & staff diversity
- Increase administrator & teacher retention
- Intensify positive campus culture & climate
- Eliminate disproportionality in discipline incidents
- Increase STAAR student performance at Meets and Masters performance levels across all grades and subject areas
- Increase percentage of students meeting growth expectations
- Exceed expectations based on implementation of new A-F school accountability system

# INTENDED OUTCOMES



# EDUCATION: Equality vs. Equity

ACE: Timeline

Evaluation  
of ACE  
model (Jan  
2018 to  
present)

Communication  
to ACE  
campuses &  
School Board  
(April 10, 2018)

Teacher  
Invitational  
(April 17,  
2018)

Summer  
Team  
Building &  
Prof. Dev.  
(June, July,  
& August)



Partnering  
with districts  
utilizing ACE  
(Mar 2018 to  
present)

Parent  
Communication  
at ACE  
campuses  
(April 11, 2018)

Parent &  
Community  
Meetings  
(April & May  
2018)

*Building Community through Synergy + Purpose*



# EDUCATION: Equality vs. Equity

## ACE: Budgetary Highlights – Two Campuses

### Student Programs

After School Programs

Social/Emotional Programs

Uniforms

Transportation (6 p.m. routes)

### Human Capital - Stipends

Stipends – Campus Staff

Additional Elementary  
Counselor

Additional Elementary  
Assistant Principal

Instructional Coaches

Shared Social Worker

### Aesthetics and Tech

Campus Beautification

Elementary 1:1

Elementary Display  
Technology

### Professional Development

Teaching Trust

Commit! Collaboratives

MS Teaming

GISD

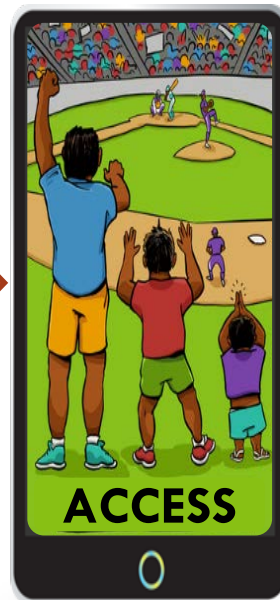
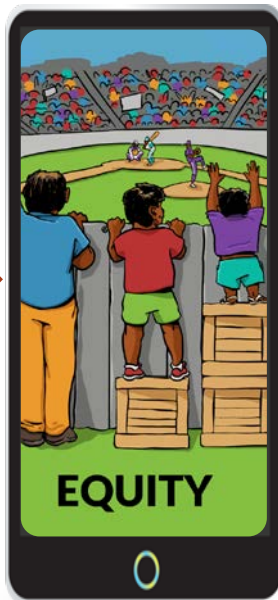




# STUDENT BENEFITS

# EDUCATION: Equality vs. Equity

ACE: A Call to Action







**QUESTIONS?**