



Gadsden Independent School District

Legislative Finance Committee

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GISD Accountability Team:

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Mission Statement

The Gadsden Independent School District will ensure that all students will learn by putting education first. The district will provide quality educational opportunities conducive to learning that will facilitate students' individual goals.

System Changes at the State Level

NM INstructional Scope- Equity In Education Roadmap

Accelerated Learning- Grade level standards based instruction

Structured Literacy

Early Literacy Initiative- Dyslexia Screener

Multi System of Layered Supports (MLSS)

Implementation of Student Attendance Teams

Social Emotional Framework



How GISD is continuing to improve instruction and provide equitable instruction for all students

Early Childhood on Track PRK

Bilingual Education

Special Education

At- Risk Students

Elementary

Secondary

Parental Involvement

Recruiting and Retaining Quality Staff

Early Childhood On -Track PreK

- Superior Developmentally Appropriate Instruction
 - Alignment (LETRS, Heggerty)
 - Measurable Progress (ECOT)
 - Teacher Professional Growth (Practice Base Coaching)
 - Full Participation (0 segregated EC SPED classrooms)
 - WIDA (Bilingual Education)
- Recruitment and Sustainability
 - 2018 18 classrooms 2021 38 classrooms
 - 402 4-year-old students 158 3-year-old students
 - One to One technology
- Grow Your Own
 - 9 Teacher cadets
 - 18 Pursuing higher ed
 - 5 Certified Teachers with Bachelors
 - 14 Instructional Assistants with Associates

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ELEMENTARY PROGRAMS

ACCELERATED LEARNING

EARLY LITERACY INITIATIVE DYSLEXIA SCREENER

STRUCTURED LITERACY

LETRS

ISTATION

IMATH

INTERVENTION MLSS

SRCL GRANT



SECONDARY PROGRAM OVERVIEW

DUAL CREDIT, CTE, CCRS, CERTIFICATIONS, BLENDED SENIOR YEAR

Deficiencies Identified

- Alignment
- Career Pathways Audits have not been in place
- Recruitment of Students in STEM Pathways
- Intervention Programs
- Student Engagement
- Technology use of Instructional programs
- Attendance
- EL Instructional Gaps

Growth Plan

- Career Pathway Review (CPR) scheduled
- New Program Implementations
- In house technology training
- Targeted support for coaches to support their campus
- Focus on Instructional Practices -Strategic, data driven, reflective instruction
- Identify student strengths sooner
- SEL integration-Building Relationships
- Equitable Grade Scale

HIGH SCHOOL: CTE Pathways

Gadsden

Agriculture/Metal
Art(visual and Performing)
Automotive Technology
Electronics
Fabrication
Journalism
Hospitality
Creative Media
Engineering
Education
Plant Systems
Biomedical-UTEP

Santa Teresa

Architecture/Drafting
Biomedical
Criminal Justice
Building Trades
Culinary Arts
Marketing
Business
Engineering
Education
Welding
TEALS grant (CS)
CS for EL's-CSA
Blended Senior Year -Pilot

Chaparral

Audio Video Production
Automotive Technology
Creative Media
Criminal Justice
Culinary Arts
Education
Welding

Alternative Programs:

ALTA VISTA EARLY COLLEGE

- Enrollment: 200
- Graduation Rate:100%

Challenges: Recruitment is now higher than what can be sustained

Achievements: Two programs of studies with DACG- Associates of Arts, Associates of Science (new this year)

Pathways: Creative Media
CTSO next school year

Desert Pride Academy

- Enrollment 279
- Alternative High School
- Will be its own high school 21/22

Challenges: High Risk Population who needs strong support in all areas.

Achievements: Administration who is focused on students, Development of Programs/Pathways

Programs/Pathways:

- EMT
- Education (21/22)

GRADUATION RATES

School	2008 Rate	2009 Rate	2010 Rate	2011 Rate	2012 Rate	2013 Rate	2014 Rate	2015 Rate	2016 Rate	2017 Rate	2018 Rate	2019 Rate	2020 Rate
Statewide	54.0	66.1	67.3	63.0	70.4	70.3	69.3	68.6	71	71.1	73.9	75	76.9
Districtwide	45.8	69.2	79.3	81.3	77.8	79.0	80.1	80.7	86	81.71	81.8	84.0	82.2
Alta Vista Early College High	N/A	96.01	92.8	100	100								
Chaparral High	N/A	75	87.6	81.2	77.8	77	74.4	74.7	86	76.70	80.3	78.9	71.6
Desert Pride Academy (Closed)	32.4	47.8	42.9	54.1	Closed								
Gadsden High	46.2	68.5	80.8	82.9	78.4	77.2	79.7	82.2	88	88.34	81.3	85.3	86.4
Santa Teresa High	52.9	76.2	76.5	87.6	86	89.1	89.0	87.7	87	81.09	85.6	87.9	86.1

Attendance

2020 - Overall Absence Rate 7.14%

Attendance Teams at the schools submitted

118 Packets to JPO or CYFD

Social Emotional Supports



High school students in Doña Ana County who do not feel that an adult at school listens to them are more likely than their peers to attempt suicide. (24% versus 7%) 49% of Doña Ana County parents who have sought school-based mental health services for their child report difficulty accessing services.

SY 20-21 Federal Social workers caseloads increased from an average of 60 families per year per school, to 90.

GISD has Counselors, Sped Social Workers, Federal Social Workers, Nurses and Parent Ambassadors to provide support to our students and their families.

With the support of ESSER II funds we will be able to implement intensive interventions and an aligned SEL program, following the New Mexico Social and Emotional Learning Framework for schools.

OLWEUS anti bullying program will be implemented SY 21-22 on elementary schools.

GISD has implemented QPR Gatekeeper Training for Suicide Prevention

What we want to achieve developing our SEL program;

- Promote mental wellness in the classroom with an aligned program and PD for teachers and staff
- Provide mental health supports in school when more serious help is needed. (Therapists)
- Parent wellbeing sessions
- Mental health first aid certification for all staff
- Stronger partnerships with mental health providers in the area.

HUMAN RESOURCES

Attrition

2020-2021 SY		TEACHER		
Admin	103			
Certified	1057	861		
Support Staff	793			
Total Staff:	1953		8.60%	
RETIRE/RESIGN/TERMINATED/DECEASED	168	77	LEVEL 1	13
			LEVEL 2	30
			LEVEL 3	34
				77
			8.94%	

2019-2020 SY		TEACHER		
Admin	102			
Certified	1040	850		
Support Staff	819			
Total Staff:	1961		11.32%	
RETIRE/RESIGN/TERMINATED/DECEASED	222	88	LEVEL 1	16
			LEVEL 2	47
			LEVEL 3	25
				88
			10.35%	

2018-2019 SY		TEACHER		
Admin	99			
Certified	1010	824		
Support Staff	785			
Total Staff:	1894		12.41%	
RETIRE/RESIGN/TERMINATED/DECEASED	235	100		
				12.14%

2017-2018 SY		TEACHER		
Admin	93			
Certified	991	816		
Support Staff	772			
Total Staff:	1856		11.91%	
RETIRE/RESIGN/TERMINATED/DECEASED	221	92		
				11.27%

HUMAN RESOURCES

RECRUITMENT

46.94% Teacher New Hire ACP–20/21

2020-2021 SY		TEACHER	ACP	
New Hire	Teacher	49	23	46.94%

75.41% Teacher New Hire ACP–19/20

2019-2020 SY		TEACHER	ACP	
New Hire	Teacher	61	46	75.41%

ACP – UTAL, University Program

University Student Teacher Placement –
Less than 1%

UTEP – NMPED not approved ACP

- GISD implemented New Teacher Academy - Next school year will provide strong support 1st to 5th year (NBCT Structure/Research Based). Currently 1st to 2nd year support.
- Advertise – Social Media Platforms
- Recruitment/Retention Stipends
- Establish partnership with Universities – provide GISD mentorship program
- Facilitate ACP process with NMPED and UTEP
- Next Two Years – Monitor New Hire ACP candidates – Recommend Alternate Avenues



THANK
YOU

We will be happy to answer any questions you
might have.

