

**PRIORITY  
2**



**HIGH PERFORMING &  
ENGAGED WORKFORCE**

**May 18, 2026 | Report to the G-PISD Board of Trustees**



**Educate.  
*Inspire.*  
EMPOWER!**

# Balanced Scorecard (BSC)

**MISSION:** The mission of GPISD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

## PRIORITY 1

### Exceptional Student Performance

- 1.1 Annually increase performance in reading for all students and all student groups
- 1.2 Annually increase performance in math for all students and all student groups
- 1.3 Annually increase performance in college, career, and military readiness for all students and all student groups
- 1.4 Annually increase student engagement for all students and all student groups
- 1.5 Annually increase percentage of students who feel safe at school

## PRIORITY 2

### High Performing and Engaged Workforce

- 2.1 Annually increase the percentage of staff satisfaction
- 2.2 Annually increase the retention rate of highly effective faculty and staff

## PRIORITY 3

### Quality Service and Impactful Community Engagement

- 3.1 Annually increase the percentage of student satisfaction
- 3.2 Annually increase the percentage of parent/family satisfaction and engagement
- 3.3 Annually increase the percentage of community satisfaction and engagement

## PRIORITY 4

### Efficient and Effective District and Campus Operations

- 4.1 Annually improve operational processes
- 4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes
- 4.3 Ensure strategic alignment of resources
- 4.4 Annually improve safety and security

[g-pisd.org](http://g-pisd.org)



[gpisdwildcats](https://www.facebook.com/gpisdwildcats)



[@GPISD1](https://twitter.com/GPISD1)



Educate.  
*Inspire.*  
**EMPOWER!**

# Priority 2

## GOALS



Educate.  
*Inspire.*  
**EMPOWER!**

PRIORITY  
2



HIGH PERFORMING &  
ENGAGED WORKFORCE

2.1 - Annually increase the percentage of STAFF SATISFACTION.

2.2 - Annually increase the RETENTION RATE of HIGHLY EFFECTIVE faculty and staff.

# Highlights Priority 2 Report

- ▶ Staff Recognition
- ▶ Employee Engagement Survey
- ▶ Job Fair
- ▶ Teacher Incentive Allotment
- ▶ Health and Wellness Program
- ▶ Professional Development



Educate.  
*Inspire.*  
**EMPOWER!**

# Staff Recognition

## Perfect Attendance

PRIORITY  
2



HIGH PERFORMING &  
ENGAGED WORKFORCE

- ❑ 1<sup>st</sup> Quarter: 135 staff
- ❑ 2<sup>nd</sup> Quarter: 131 staff
- ❑ 3<sup>rd</sup> Quarter: 159 staff
  
- ❑ 1<sup>st</sup> Semester: 41 Staff

4% increase from 24-25



Educate.  
Inspire.  
EMPOWER!

# Staff Recognition

## ➤ Measurement: PAWSitive Praise Submissions

For G-P Employees: Submitted by Students, Employees, Family Members, Community Members & others

PAWSitive Praise Submissions		
2023-2024	2024-2025	2025-2026
447	1,707	1,816



**PRIORITY  
2**



**HIGH PERFORMING &  
ENGAGED WORKFORCE**



**Educate.  
Inspire.  
EMPOWER!**

# Staff Recognition

## ► Service Award and Retiree Celebration



Educate.  
*Inspire.*  
**EMPOWER!**

# Employee Engagement Survey

STAFF SURVEY	
Spring 2025 592 Respondents	SPRING 2026 621 Respondents
73.0%	74.5%



Educate.  
*Inspire.*  
**EMPOWER!**

# Employee Engagement Survey



Educate.  
*Inspire.*  
**EMPOWER!**

**In partnership with TopWorkplaces.com, Gregory-Portland ISD is a 2026 Culture Excellence & Industry Awards winner!**



# 2026 Job Fair

GREGORY-PORTLAND INDEPENDENT SCHOOL DISTRICT

## JOB FAIR

Celebrating 75 Years

1950 2025

BECOME A PART OF *History*



Educate.  
*Inspire.*  
**EMPOWER!**

# Job Fair Attendees



District Job Fair Attendees	
Spring 2025 24 recommended	SPRING 2026
159	213



Educate.  
*Inspire.*  
**EMPOWER!**

# Teacher Incentive Allotment

School Year	Number of Teachers	Total Allotment
2023-2024	76	\$747,478
2024-2025	116	\$1,153,600
2025-2026	149	\$1,424,606

**PRIORITY 2**  **HIGH PERFORMING & ENGAGED WORKFORCE**



Educate.  
*Inspire.*  
**EMPOWER!**

# Health and Wellness Program



Volume 1 • Spring 2026

## WELL-CAT TIMES

The WellCat Times is dedicated to celebrating and supporting the well-being of our Wildcats. Each quarter, we will share resources, programs, and practical insights designed to help you feel your best—physically, mentally, and professionally. This newsletter reflects our commitment to a culture of care, balance, and growth, recognizing that when we invest in ourselves and one another, we create a stronger, healthier district for all.

PRIORITY  
2



HIGH PERFORMING &  
ENGAGED WORKFORCE

## Employee Assistance Update *AllOne Health* 1<sup>st</sup> quarter 2026

- 80 employees accessed general EAP Resources
- 31 total employees utilized counseling/life services
- This is a **112% increase** in utilization
- Use of mobile app has given easier and more convenient access to G-PISD EAP benefits



Educate.  
*Inspire.*  
**EMPOWER!**

# Professional Development

New Employee Orientation

Learning Conference (C&I)

Empowering Educators (C&I)

Aspiring Leaders (School Leadership)

Roundtable Discussions (Business & Operations)

Team One

Principal's PLC

Exchange Day



Educate.  
*Inspire.*  
**EMPOWER!**

# NEXT STEPS



**Event Evaluation: Debrief on strengths and areas to improve**



**Employee Engagement Survey**



**TIA: Addition of Eligible Subjects**



**Staff Development**



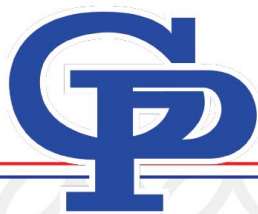
**Health and Wellness Program**



**Educate.**  
*Inspire.*  
**EMPOWER!**

*Thank you!*

**PRIORITY  
2**



**HIGH PERFORMING &  
ENGAGED WORKFORCE**



**Educate.  
*Inspire.*  
EMPOWER!**