

Austin Independent School District
Garcia YMLA Middle School
2024-2025 Performance Objectives



Mission Statement

Gus Garcia Young Men's Leadership Academy will educate scholars in an academic environment where they will learn to be leaders, provide community service, empathy toward others, develop a strong sense of community, graduate from a four-year college or university and/or pursue a career.

Vision

In an environment of brotherhood, the Gus Garcia Young Men's Leadership Academy will develop scholars who are empathetic, service oriented, problem solvers, life-long learners who are successful in high school, college, career, and life.

Core Beliefs

Campus Creed:

I am a Young Man

I am my Brother's Keeper

I take responsibility for my actions and the actions of my brothers

I take pride in my community and will work to make it a better place

I pledge to work hard in my classroom as well as in my extracurricular arena

I pledge to be a positive influence and successful in everything that I do

I will be a College Man, a Global Citizen, and a Life-Long Learner

I will be your friend, your brother, and your leader

I look good I feel good I AM a GUS GARCIA MAN!

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Goals

Goal 1: Student Well-Being & Achievement

Performance Objective 1: Goal 1- All students will demonstrating achievement growth on MAPs diagnostic assessment for grades 6-8, reading and math by increasing each assessment cycle by 15% gains into the meets category.

HB3 Goal

Performance Objective 2: Goal 2 - Disparity in African-American and special education student disciplinary actions (ISS, OSS, Dis. Removal) will decrease to 15% for the 9 week cycles.

HB3 Goal

Performance Objective 3: Goal 3 - With Garcia YMLA enrolling students from all over AISD, we will maintain a 90% and above attendance rate for the school year.

HB3 Goal

Performance Objective 4: Increase student enrollment to 300 by May 2025 through targeted recruitment efforts and community engagement.

Performance Objective 5: Enhance transportation options for students to improve accessibility and increase enrollment to 300 by May 2025.

Performance Objective 6: Increase the percentage of emergent bilingual students achieving approaches performance level on the state assessment from 40% to 55% by May 2025.

Performance Objective 7: Improve the overall performance of students in domain 1 and 3 by increasing the percentage of students meeting approaches performance level from 22% to 65% by May 2025.

HB3 Goal

Performance Objective 8: Increase student enrollment to 300 or more by May 2025 through targeted recruitment efforts and enhanced school programs.

Goal 2: Teacher & Employee Well-Being

Performance Objective 1: Ensure that 100% of staff have received required training related to health services and participate in wellness challenges throughout the year.

Goal 3: Garcia YMLA will invest in a house system program that will track student academic and behavior program (Liveschool) to assist with developing students that have soft skills and servant leadership attributes.

Performance Objective 1: Students will earn above 100 points every 9 weeks to sustain a good standing within their house system and that can be used for campus incentives.

HB3 Goal

Performance Objective 2: By December 2024, Garcia YMLA will reduce behavioral incidents by 50% through targeted support and interventions for Special Education and Emergent Bilingual students.

Goal 4: Culture of Respect/Customer Service

Performance Objective 1: By the end of SY 24-25, the campus will move from Developing to Meets Expectations on the the AISD Cares customer service rubric.

Performance Objective 2: Ensure the campus website is systematically reviewed and actively maintained with accurate information.

Goal 5: Fiscal Stewardship and Prioritization

Performance Objective 1: The Campus Advisory Committee will meet one a month to guide the principal in recommendations for budgetary recommendations based on student data, community needs, and overall campus needs.

Performance Objective 2: Garcia YMLA will partner with local agencies and apply for grants to assist in budgetary school expenditures for the SY24-25.

Goal 6: AISD Board Scorecard Item: [Caregiver Engagement] The number of campuses that develop and meet a goal in their Campus Improvement Plan (CIP) based on the Dual Capacity Building Framework for Family-School Partnerships will increase from BASELINE in June 2025 to Y(goal has not yet been determined) by May of 20XX.

Performance Objective 1: Garcia YMLA will offer Maestro en Casa to support language development for parents/families during monthly class sessions in the evenings.

Performance Objective 2: Garcia will offer a series of monthly parent sessions on various topics that help improve the wellbeing of the families within our community.