

**Austin Independent School District
Garza Independence High School
2024-2025 Performance Objectives**



Mission Statement

Gonzalo Garza Independence High School supports student academic excellence through individualization and autonomy, using a solution-focused approach in order for all students to thrive academically by guiding them in identifying their goals, leveraging their strengths, and shaping their educational paths.

Vision

Gonzalo Garza Independence High School serves students seeking a unique, non-traditional educational environment in which we support student individuality and personal growth through inclusivity, celebration of diversity, honoring student success stories, and guiding them as they progress meaningfully towards graduation from high school and beyond.

Value Statement

Garza Independence High School values respect, integrity, inclusiveness, positive relationships, solution-focused problem solving, open communication, optimism, and honesty.

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Goals

Goal 1: Student Well-Being & Achievement

Performance Objective 1: The rate of currently enrolled students at Garza Independence High School who take and pass the Texas Success Initiative (TSI) Assessment will increase from 32% to 37% by the end of the school year in July 2025.

Performance Objective 2: Goal 7 - Disparity in African-American student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 20% to 10% by August 2026.

Performance Objective 3: Goal 8 - Disparity in Special Education student disciplinary actions (ISS, OSS, Dis. Removal) will decrease from 30% to 10% by August 2026.

Performance Objective 4: Average daily attendance will increase from 65% to 70% by the end of the school year in July 2025.

Goal 2: Teacher & Employee Well-Being

Performance Objective 1: Self-reported perceptions of the quality of feedback and coaching will increase from 68% to 73% by the end of the school year in July 2025.

Goal 3: Culture of Respect / Customer Service

Goal 4: Fiscal Stewardship & Prioritization

Goal 5: 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.