

Spring Branch Independent School District

Northbrook High School

2020-2021 Campus Improvement Plan



Mission Statement

Northbrook High School will provide a robust academic program and a variety of extracurricular activities that prepare students with the 21st century work force skills needed to enter the military, a technical, or a 2 or 4 year institution.

Vision

NHS will promote the Intellectual development and social emotional development

challenging instructional environment

combined efforts

empowering students

academic preparedness Diverse opportunities, sense of community community

Long term ultimate goal

- Community
- Safe
- Excellence
- Potential
- Skills
- Global
- Prepare
- Achieve
- Life-longOur school prepares students for success in the 21st century by engaging them in rigorous and relevant learning opportunities that promote academic, physical, and emotional growth.

Core Values

Every Child

We put students at the heart of everything we do.

Collective Greatness

We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit

We believe in each other and find joy in our work.

Limitless Curiosity

We never stop learning and growing.

Moral Compass

We are guided by strong character, ethics and integrity.

Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Achievement	6
School Culture and Climate	7
Staff Quality, Recruitment, and Retention	8
Goals	9
Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.	9
Goal 2: STUDENT SUPPORT. Every student at Northbrook High School will benefit from an aligned system that supports his/her academic and social-emotional needs.	14
Goal 3: SAFE SCHOOLS. Northbrook High School will ensure a safe and orderly environment.	17
Goal 4: FISCAL RESPONSIBILITY. Northbrook High School will ensure efficient and effective fiscal management of resources and operations to maximize learning for all students.	19
Addendums	21

Comprehensive Needs Assessment

Revised/Approved: September 9, 2020

Demographics

Demographics Summary

Northbrook High School is a comprehensive public high school located in Northwest Houston, serving the northside of the Spring Branch Independent School District for over 50 years. We serve a very diverse population with student enrollment from a variety of different countries. We offer a variety of courses and opportunities to help prepare students for the 21st Century Workforce, Technical School, and 2 or 4 year college or university. We have ongoing partnerships with College Community Career, Emerge, and One Goal organizations that foster a college-going culture for low income, first generation high school students and families.

Demographics Strengths

Northbrook High School's student population in 2018-2019 consisted of the following: 92.5% Hispanic, 2.8% African American, 2.8% White, and 35.8% ELL. Our student population consists of strong leaders and goal driven individuals who strive to reach their learning potential and prepare for life after high school.

Student Achievement

Student Achievement Summary

The 2018-2019 STAAR Performance consists of the following:

English 1: 51%, 28%, 2%

English II: 49%, 27%, 2%

Algebra 1: 74%, 46%, 21%

Biology: 79%, 42%, 12%

US History: 90%, 66%, 33%

2019-2020 Performance Data is not available due to the Covid-19 crisis.

Student Achievement Strengths

In the 2018-2019 school year, Northbrook High School earned a Distinction in Academic Achievement in Mathematics. The 2019 data showed increases in performance in: English 1, English 2, and US History. NHS Distinction performance shows first quartile ratings in the following: Accelerated Progress in ELA/Reading, Average ACT Score: ELA, Mathematics, and Science, Advanced/Dual-Credit Completion: Mathematics, and TSI Criteria Graduates.

School Culture and Climate

School Culture and Climate Summary

The campus panorama survey shows a need to improve student and community connectedness to the campus.

School Culture and Climate Strengths

In Northbrook High School the staff diversity reflects the community we serve. Our students are respectful and appreciative of their teachers and proud of their diverse cultural background.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Northbrook High School strives to hire highly qualified experienced staff members. Our campus has needed to hire close to 60 new staff members in the past 2 school years. Our purpose is to development and retain the majority of our staff in the upcoming year.

Staff Quality, Recruitment, and Retention Strengths

The Northbrook High School faculty and support staff consists of over 50% minorities which is a strong reflection of the community we serve. The variation in background provides needed empathy and understanding of the struggles faced by a significant portion of our student population.

Goals

Revised/Approved: August 23, 2020

Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: POST-SECONDARY READINESS: By June 2021, at least 12% of Northbrook High School students will perform at post-secondary-ready levels SAT (480 in Evidence-Based Reading & Writing and 530 in Math) and/or ACT (composite score of 23 or higher; min 19 in English and Math).





2019-20: Not Rated due to COVID

2018-19: 7% performed at post-secondary readiness levels as defined by SBISD Measures of Success

2017-18: 17% performed at post-secondary readiness levels as defined by SBISD Measures of Success

Evaluation Data Sources: SAT Reports
ACT Reports

Summative Evaluation: None

<p>Strategy 1: NHS will add curriculum support for our SAT course as well as instructional differentiation to support students enrolled in the course.</p> <p>Strategy's Expected Result/Impact: Increase in SAT Composite Scores, post-secondary enrollment.</p> <p>Staff Responsible for Monitoring: Administration Counselors SAT Teacher</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS will provide Saturday/after school instructional sessions to meet students individualized needs to prepare for ACT/SAT.</p> <p>Strategy's Expected Result/Impact: Increase in ACT, SAT scores and an increase in post-secondary enrollment.</p> <p>Staff Responsible for Monitoring: Associate Principal MCL's Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: ACHIEVEMENT: By June 2021, Northbrook High School will increase student performance on STAAR end-of-course exams in reading and math by at least 3 points at each performance level (approaches, meets, masters).

All Students:

2019-20: Not rated due to Covid

2018-19: Reading: 43% (approaches), 28 % (meets), 2% (masters); Math: 74% (approaches), 46% (meets), 21% (masters)

2017-18: Reading: 42% (approaches), 25% (meets), 1% (masters); Math: 76% (approaches), 35% (meets), 13% (masters)

Only NBH Students (excludes YES Prep):





2019-20: Not rated due to Covid

2018-19: Reading: 38% (approaches), 22% (meets), 0% (masters); Math: 71% (approaches), 44% (meets), 16% (masters)

2017-18: Reading: 38% (approaches), 21% (meets), 0% (masters); Math: 71% (approaches), 34% (meets), 10% (masters)

Evaluation Data Sources: STAAR EOC reports and State Accountability Reports

Summative Evaluation: None

<p>Strategy 1: NHS will create Advisory/Core and classes specific to the academic needs of students. Advisory classes will target identified areas of academic needs based on performance on standardized testing.</p> <p>Strategy's Expected Result/Impact: Increase performance levels in Reading and Math in each performance level</p> <p>Staff Responsible for Monitoring: Administration Counselors Core Teachers Advisory Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS core area teachers will align their TTESS goals individually and as a team in an effort to meet this objective.</p> <p>Strategy's Expected Result/Impact: Improve teacher involvement and commitment to align their planning strategies with their students' performance.</p> <p>Staff Responsible for Monitoring: Administration MCL's Core Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: GAP-CLOSING: By June 2021, Northbrook High School will increase overall performance on STAAR end-of-course exams to narrow the gap or improve performance above the target by at least 5% points.

2019-20: Not Rated due to COVID

2018-19: Reading: Hispanic 50%; African American 63%; White 70%





Math: Hispanic 74%; African American 55%; White 82%

2017-18: Reading: Hispanic 48%; African American 52%; White 76%

Math: Hispanic 75%; African American 82%; White 87%

Evaluation Data Sources: STAAR EOC reports and State Accountability Reports

Summative Evaluation: None

<p>Strategy 1: NHS teachers will follow PLC strategies and incorporate data analysis into planning practices to guide instruction.</p> <p>Strategy's Expected Result/Impact: Increase academic performance and lower performance gaps between minority and White students.</p> <p>Staff Responsible for Monitoring: Administration Core Teachers Advisory Teachers Counselors</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS will create intervention classes specific to the academic needs of students. Classes will target identified areas of academic needs based on performance on standardized testing. Teachers will utilize differentiated instructional strategies to increase student performance.</p> <p>Strategy's Expected Result/Impact: Increase academic performance and lower performance gaps between minority and White students.</p> <p>Staff Responsible for Monitoring: Administration Counselors Core Teachers Advisory Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: NHS Core Teachers will identify and focus their instruction on essential instructional skills to ensure improved mastery of subject matter.</p> <p>Strategy's Expected Result/Impact: Increase academic performance and lower performance gaps between minority and White students.</p> <p>Staff Responsible for Monitoring: Administration Counselors Core Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.

Performance Objective 4: ADVANCED COURSES: Strengthen the level of advanced academic instruction in order to increase student preparation for and success in advanced courses that are aligned to post-secondary expectations.





Fall 2020: 103 students enrolled in one or more dual credit/dual enrollment courses.

Fall 2019: 72 students enrolled in one or more dual credit/dual enrollment courses.

Fall 2018: 27 students enrolled in one or more dual credit/dual enrollment courses.

Evaluation Data Sources: Skyward Course Enrollment Data

Summative Evaluation: None

Strategy 1: NHS advanced academic teachers will follow PLC strategies and incorporate data analysis into planning practices to guide rigorous instruction. Strategy's Expected Result/Impact: Improved mastery performance levels compared to previous years in course and in AP exams. Staff Responsible for Monitoring: None	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: NHS advance academic teachers will create and provide targeted interventions after school and/or on Saturdays. Strategy's Expected Result/Impact: Improved mastery performance levels compared to previous years in course and in AP exams. Staff Responsible for Monitoring: None	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.

Performance Objective 5: COLLEGE, CAREER, MILITARY READINESS (CCMR): By June 2021, Northbrook High School will increase the % of graduates achieving College, Career, Military Readiness status by at least 5 points.





2020: [X] of annual graduates met CCMR indicator

2019: 43% of annual graduates met CCMR indicator

2018: 30% of annual graduate met CCMR indicator

Evaluation Data Sources: School Accountability Reports

Summative Evaluation: None

Strategy 1: Increase the number of students who earn a TEA-approved Industry Based Certification. Strategy's Expected Result/Impact: The number of students who earn certifications will increase. Staff Responsible for Monitoring: Administration Counselors CTE Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Increase the number of students who complete a college-level dual credit course. Strategy's Expected Result/Impact: The number of students who complete a college-level dual credit course will increase. Staff Responsible for Monitoring: Administration Counselors Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Increase the number of students who earn college credit on AP Exams. Strategy's Expected Result/Impact: The number of students earning college credit on AP exams will increase. Staff Responsible for Monitoring: Administrators Counselors Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Increase the number of students who score at or above the college ready level on SAT, ACT, TSAI or earned credit for a college prep course. Strategy's Expected Result/Impact: The number of students who score at or above the college ready level will increase. Staff Responsible for Monitoring: Administration Counselors Teachers	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: STUDENT ACHIEVEMENT. Every student at Northbrook High School will master rigorous academic standards to ensure college and career readiness.

Performance Objective 6: POST-SECONDARY ENROLLMENT: For the Class of 2021, at least 45% of Northbrook High School graduates will have enrolled successfully in a post-secondary option (T, 2, 4).

Nov. 2020 = __% enrolled in fall following graduation





Nov. 2019 = 38 % enrolled in fall following graduation

Nov. 2018 = 36% enrolled in fall following graduation

Nov. 2017 = 39% enrolled in fall following graduation

Evaluation Data Sources: National Student Clearinghouse

Summative Evaluation: None

<p>Strategy 1: NHS will continue to work with Collegiate Challenge, CCC, One Goal, Emerge and the Mentoring Program to increase post-secondary enrollment.</p> <p>Strategy's Expected Result/Impact: An increase in post-secondary enrollment (Technical, Military, 2 year and 4 year College)</p> <p>Staff Responsible for Monitoring: Administration College and Career Counselors Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS Counselors will expose students to career and college options throughout their 4 years in high school.</p> <p>Strategy's Expected Result/Impact: An increase in post-secondary enrollment (Technical, Military, 2 year and 4 year College).</p> <p>Staff Responsible for Monitoring: College and Career Counselors Grade Level Counselors Advisory Teachers Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 3: NHS will effectively utilize Advisory Classes to provide exposure and information regarding postsecondary options.</p> <p>Strategy's Expected Result/Impact: An increase in post-secondary enrollment (Technical, Military, 2 year and 4 year College).</p> <p>Staff Responsible for Monitoring: College and Career Counselors Grade Level Counselors Advisory Teachers Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: STUDENT SUPPORT. Every student at Northbrook High School will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 1: SCHOOL CONNECTEDNESS: By June 2021, the % of Northbrook High School students who feel connected as both individuals and learners will increase by at least 5 points.





2019-20: Not Rated due to COVID

2018-19: School Connectedness- 44%

2017-18: School Connectedness - 47%

Evaluation Data Sources: Panorama Student Survey

Summative Evaluation: None





<p>Strategy 1: NHS will promote student participation in after school organizations and events to improve school spirit. Strategy's Expected Result/Impact: Panorama School Climate Student Survey will show an improved level of connectedness. Staff Responsible for Monitoring: Administration Counselors Teachers</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS will promote staff, student, and community participation and attendance in student events and programs to strengthen student/staff relationships. Strategy's Expected Result/Impact: Panorama School Climate Student Survey will show an improved level of connectedness. Staff Responsible for Monitoring: None</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: STUDENT SUPPORT. Every student at Northbrook High School will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 2: GUIDANCE AND COUNSELING: Each grade level will implement and support character education and social-emotional learning curriculum.

Evaluation Data Sources: Training materials and attendance rosters

Summative Evaluation: None





<p>Strategy 1: NHS Counselors will design and implement character education and social-emotional learning lessons during advisory periods.</p> <p>Strategy's Expected Result/Impact: Panorama School Climate Student Survey will show an improved level of campus connectedness.</p> <p>Staff Responsible for Monitoring: Grade Level Counselors Advisory Teachers Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS Counselors will create and promote programs such as No Place for Hate, Red Ribbon Week, etc. in an effort to educate and increase student awareness.</p> <p>Strategy's Expected Result/Impact: Panorama School Climate Student Survey will show an improved level of campus connectedness.</p> <p>Staff Responsible for Monitoring: Grade Level Counselors Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: STUDENT SUPPORT. Every student at Northbrook High School will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 3: POST-SECONDARY PLANNING: 100% of 9th graders will have an informed four-year plan and 40% of 11th graders will have a preliminary post-secondary plan.

Evaluation Data Sources: Naviance Reports, Skyward Reports

Summative Evaluation: None





<p>Strategy 1: NHS 9th grade counselor will have completed 100% of 9th graders graduation plan by the end of the school year. Strategy's Expected Result/Impact: Improved number of students remaining in endorsements with pathways each year after 9th grade year. Staff Responsible for Monitoring: Grade Level Counselors Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: NHS College and Career Counselors will implement strategies to work with 11th graders to begin the college application process. Strategy's Expected Result/Impact: Improved college application completion percentage in their 12th grade year. Staff Responsible for Monitoring: College and Career Counselor Grade Level Counselors Administration</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: SAFE SCHOOLS. Northbrook High School will ensure a safe and orderly environment.

Performance Objective 1: SAFETY COMMITTEE: Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

Evaluation Data Sources: Campus Safety Committee roster

Summative Evaluation: None





<p>Strategy 1: CAMPUS SAFETY COMMITTEE: Establish Campus Safety Committees composed of a cross section of stakeholders to look at matters related to campus safety.</p> <p>Strategy's Expected Result/Impact: Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet three times per year so that all campuses will be able to refine safety practices.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION: Participate in the Harris County Department of Education (HCDE) campus safety audit.</p> <p>Strategy's Expected Result/Impact: Campus will develop action plans to address any deficiencies as a result of safety audits.</p> <p>Staff Responsible for Monitoring: Administrators Safety Committee</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: SAFE SCHOOLS. Northbrook High School will ensure a safe and orderly environment.

Performance Objective 2: EMERGENCY OPERATIONS: Develop Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.

Evaluation Data Sources: Campus emergency operation procedures documents

Summative Evaluation: None

Strategy 1: EMERGENCY OPERATIONS PROCEDURES: Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation. Strategy's Expected Result/Impact: Campus EOP turned in and filed by September 1st. Staff Responsible for Monitoring: Administrators	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: EMERGENCY OPERATIONS PROCEDURES: Update campus EOPs annually and train staff at the start of each school year. Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP. Staff training documents maintained. EOP submitted by September 1st. Staff Responsible for Monitoring: Administrators Safety Committee	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				


Goal 4: FISCAL RESPONSIBILITY. Northbrook High School will ensure efficient and effective fiscal management of resources and operations to maximize learning for all students.


Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices so that financial resources provide the maximum possible support for T-2-4.


Evaluation Data Sources: Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)


Summative Evaluation: None

Strategy 1: Conduct frequent budget meetings with Bookkeeper to review and manage money. Strategy's Expected Result/Impact: Error free records. Documentation of purchases and orders. Staff Responsible for Monitoring: Principal Bookkeeper Administrative Assistant	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Addendums