

# **Spring Branch Independent School District**

## **Northbrook High School**

### **2021-2022 Campus Improvement Plan**

**Accountability Rating: Not Rated: Declared State of Disaster**



# Mission Statement

Northbrook High School is dedicated to equitable instruction that empowers every learner to succeed.

## Vision

Northbrook High School will cultivate a community dedicated to literacy in pursuit of success by engaging in data-driven growth, student-centered instruction, and an inclusive campus culture.

## 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.

## Core Characteristics of a T-2-4 Ready Graduate

**Academically Prepared:** Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

**Ethical & Service-Minded:** Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

**Empathetic & Self-Aware:** Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

**Persistent & Adaptable:** Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

**Resourceful Problem-Solver:** Every Child thinks critically and creatively and applies knowledge to find and solve problems.

**Communicator & Collaborator:** Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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# Comprehensive Needs Assessment

## 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

**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 2022, at least 30% 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).

2020-21: 26% performed at post-secondary readiness levels as defined by Texas Success  
 2019-20: 28% performed at post-secondary readiness levels as defined by Texas Success

**Evaluation Data Sources:** State Accountability Reports (Domain I CCMR)

| Strategy 1 Details  | Formative Reviews |            |            |
|---|-------------------|------------|------------|
| <p><b>Strategy 1:</b> NHS will add curriculum support for our SAT course as well as instructional differentiation to support students enrolled in the course.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in SAT Composite Scores, post-secondary enrollment.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Counselors<br/>SAT Teacher</p>   | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
| Strategy 2 Details  | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> NHS will provide practice tests during advisory time, analyze results, and offer after school tutorial sessions to meet students individualized needs to prepare for ACT/SAT.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in ACT, SAT scores and an increase in post-secondary enrollment.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal<br/>Counselors<br/>Teachers</p> <p><b>Funding Sources:</b> - 199 PIC 11 - Instructional Services</p> | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
|  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 2022, Northbrook High School will increase student performance on STAAR end-of-course exams in reading and math by at least 5% in approaches, 5% in meets, and 5% in masters.

All Students:

2020-21: Reading: 51% (approaches), 33% (meets), 4% (masters); Math: 78% (approaches), 36% (meets), 11% (masters)

2019-20: Not rated due to COVID

Only NBH Students (excludes YES Prep):

2020-21: Reading: 47% (approaches), 29% (meets), 3% (masters); Math: 79% (approaches), 35% (meets), 9% (masters)

2019-20: Not rated due to COVID

**Evaluation Data Sources:** STAAR EOC reports and State Accountability Reports

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> 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><b>Strategy's Expected Result/Impact:</b> Increase performance levels in Reading and Math in each performance level</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Counselors<br/>Core Teachers<br/>Advisory Teachers</p> | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> NHS core area teachers will align their TTESS goals individually and as a team in an effort to meet this objective.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve teacher involvement and commitment to align their planning strategies with their students' performance.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Team Leaders<br/>MCL's<br/>Core Teachers</p>   | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 3 Details   | Formative Reviews |            |            |
| <p><b>Strategy 3:</b> NHS will add intervention courses to the master schedule to serve students who are struggling with STAAR test performance. These courses will be taken in conjunction to appropriate on level core classes. Counselors will identify students in need of these courses.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student learning and improved performance on STAAR tests.</p>  | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |

**Staff Responsible for Monitoring:** Associate Principal  
Counselors  
Core Teachers



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 2022, 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.

2020-21: Reading: Hispanic 32%; African American 49%; White 65%

Math: Hispanic 36%; African American 35%; White 50%

2019-20: Not Rated due to COVID

2018-19: Reading: Hispanic 27%; African American 28%; White 50%





Math: Hispanic 46%; African American 36%; White 53%

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

| Strategy 1 Details  | Formative Reviews |            |            |
|---|-------------------|------------|------------|
| <p><b>Strategy 1:</b> NHS teachers will follow PLC strategies and incorporate data analysis into planning practices to guide instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase academic performance and lower performance gaps between minority and White students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Core Teachers<br/>Advisory Teachers</p>   | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
| Strategy 2 Details  | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> 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><b>Strategy's Expected Result/Impact:</b> Increase academic performance and lower performance gaps between minority and White students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Counselors<br/>Core Teachers<br/>Advisory Teachers</p> | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |





| Strategy 3 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 3:</b> NHS Core Teachers will analyze student performance data and focus their instruction on essential instructional skills to ensure improved mastery of subject matter.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase academic performance and lower performance gaps between minority and White students.</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>Core Teachers<br/>Team Leaders<br/>MCL's</p>   | Formative         |     |     |
|  | Oct               | Jan | Apr |
|  |                   |     |     |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                   |     |     |

**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 2021: 112 students enrolled in one or more dual credit/dual enrollment courses.  
 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

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> NHS advanced academic teachers will follow PLC strategies and incorporate data analysis into planning practices to guide rigorous instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved mastery performance levels compared to previous years in course and in AP exams.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal<br/>Advanced Academic Teachers<br/>MCL's</p> | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> NHS advance academic teachers will create and provide targeted interventions which may include after school intervention/practice sessions.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved mastery performance levels compared to previous years in course and in AP exams.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal<br/>Advanced Academic Teachers<br/>MCL's</p>    | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
|  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 2022, Northbrook High School will increase the % of graduates achieving College, Career, Military Readiness status by at least 5 points.

2020: 44% of annual graduates met CCMR indicator

2019: 46% of annual graduates met CCMR indicator

2018: 43.1% of annual graduate met CCMR indicator

**Evaluation Data Sources:** School Accountability Reports

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <b>Strategy 1:</b> NHS will work with our current CTE teachers to increase the number of teachers prepared to offer an industry based certification course.<br><b>Strategy's Expected Result/Impact:</b> Increase the number of students who earn a TEA-approved Industry Based Certification.<br><b>Staff Responsible for Monitoring:</b> Administration<br>Counselors<br>CTE Teachers  | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <b>Strategy 2:</b> NHS counselors will identify qualified students in an effort to increase the number of students who enter and complete a college-level dual-enrollment course.<br><b>Strategy's Expected Result/Impact:</b> Increase the number of students who enroll and complete a college-level dual-enrollment course.<br><b>Staff Responsible for Monitoring:</b> Associate Principal<br>Counselors<br>Dual-enrollment Teachers | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 3 Details   | Formative Reviews |            |            |
| <b>Strategy 3:</b> NHS will provide students exposure to military recruiters and provide visits to colleges/universities. NHS will utilize programs such as Houston Area Recruiters Network and Houston Hispanic Forum.<br><b>Strategy's Expected Result/Impact:</b> Improve student interest and enrollment in T-2-4 programs after graduation.<br><b>Staff Responsible for Monitoring:</b> Counselors                                  | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
|  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 2022, at least 40% of Northbrook High School graduates will have enrolled successfully in a post-secondary option (T, 2, 4).

Nov. 2020 = 36% 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

| Strategy 1 Details  | Formative Reviews |            |            |
|---|-------------------|------------|------------|
| <p><b>Strategy 1:</b> NHS will continue to work with Collegiate Challenge, CCC, One Goal, Emerge and the Mentoring Program to increase post-secondary enrollment.</p> <p><b>Strategy's Expected Result/Impact:</b> An increase in post-secondary enrollment (Technical, Military, 2 year and 4 year College)</p> <p><b>Staff Responsible for Monitoring:</b> Administration<br/>College and Career Counselors</p>   | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
| Strategy 2 Details  | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> NHS will effectively utilize Advisory Classes to provide exposure and information regarding T-2-4 options throughout the 2021-2022 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student post-secondary interest and enrollment (Technical, Military, 2 year and 4 year College).</p> <p><b>Staff Responsible for Monitoring:</b> College and Career Counselors<br/>Grade Level Counselors<br/>Advisory Teachers<br/>Administration</p>  | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
| Strategy 3 Details  | Formative Reviews |            |            |
| <p><b>Strategy 3:</b> NHS will provide students exposure to career fields during lunch time, throughout the 2022 school year. This will be called Career-Cafe. Industry professionals and speakers will be invited to present information to appropriate grade level students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student post-secondary interest and enrollment (Technical, Military, 2 year and 4 year College).</p> <p><b>Staff Responsible for Monitoring:</b> College and Career Counselors<br/>Grade Level Counselors<br/>Administration</p> | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |



| Strategy 4 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 4:</b> Grade Level Counselors will incorporate T-2-4 information into student academic goal discussions while visiting with students who fail classes after each 9-week grading cycle.</p> <p><b>Strategy's Expected Result/Impact:</b> Motivate students to improve their academic standings during the next grading cycle and build interest in T-2-4 related goals.</p> <p><b>Staff Responsible for Monitoring:</b> Grade Level Counselors Administration</p>  | Formative         |     |     |
|  | Oct               | Jan | Apr |
|  |                   |     |     |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                   |     |     |

**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 2022, the % of Northbrook High School students who feel connected as both individuals and learners will increase by at least 5 points.





2020-21: School Connectedness- 42%

2019-20: Not Rated due to COVID

2018-19: School Connectedness- 44%

2017-18: School Connectedness - 47%






**Evaluation Data Sources:** Panorama Student Survey

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> NHS will promote student participation in after school organizations and events to improve connection with the school.<br/> <b>Strategy's Expected Result/Impact:</b> Panorama School Climate Student Survey will show an improved level of connectedness.<br/> <b>Staff Responsible for Monitoring:</b> Administration<br/>                     Counselors<br/>                     Teachers</p>  | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> NHS will promote staff, student, and community participation and attendance in student events and programs to strengthen student/staff relationships.<br/> <b>Strategy's Expected Result/Impact:</b> Panorama School Climate Student Survey will show an improved level of connectedness.<br/> <b>Staff Responsible for Monitoring:</b> Administration<br/>                     Counselors<br/>                     Teachers</p>   | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 3 Details   | Formative Reviews |            |            |
| <p><b>Strategy 3:</b> NHS will ensure student participation in panorama school climate surveys by guiding students through each question of the survey. The survey will be conducted in the Social Studies classes in the Fall, English classes in the Spring.<br/> <b>Strategy's Expected Result/Impact:</b> Improve student participation/completion of the survey and receive accurate information by the end of the 2022 school year.<br/> <b>Staff Responsible for Monitoring:</b> Social Studies Teachers<br/>                     English Teachers<br/>                     Administration<br/>                     Department Chairs<br/>                     Team Leaders</p> | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
|  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

| Strategy 1 Details  | Formative Reviews   |            |            |
|---|---|------------|------------|
| <p><b>Strategy 1:</b> NHS Counselors will design and implement character education and social-emotional learning lessons.</p> <p><b>Strategy's Expected Result/Impact:</b> Panorama School Climate Student Survey will show an improved level of campus connectedness.</p> <p><b>Staff Responsible for Monitoring:</b> Grade Level Counselors<br/>Advisory Teachers<br/>Administration</p>  | <b>Formative</b>  |            |            |
|   | <b>Oct</b>  | <b>Jan</b> | <b>Apr</b> |
|   |   |            |            |
| Strategy 2 Details  | Formative Reviews   |            |            |
| <p><b>Strategy 2:</b> NHS Counselors will create and promote programs such as No Place for Hate, Red Ribbon Week, and Raider Rumble in an effort to educate and increase student awareness and promote college/career readiness.</p> <p><b>Strategy's Expected Result/Impact:</b> Panorama School Climate Student Survey will show an improved level of campus connectedness.</p> <p><b>Staff Responsible for Monitoring:</b> Grade Level Counselors<br/>College and Career Counselors<br/>Administration</p> | <b>Formative</b>  |            |            |
|   | <b>Oct</b>  | <b>Jan</b> | <b>Apr</b> |
|   |   |            |            |
| Strategy 3 Details  | Formative Reviews   |            |            |
| <p><b>Strategy 3:</b> NHS will coordinate parent outreach events in an effort to promote parent involvement with their student's education.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student attendance and academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Counselors<br/>Administration<br/>District level personnel</p>  | <b>Formative</b>  |            |            |
|   | <b>Oct</b>  | <b>Jan</b> | <b>Apr</b> |
|   |  |            |            |
|  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

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1:</b> NHS 9th grade counselor will have completed 100% of 9th graders graduation plan by the end of the school year.<br/> <b>Strategy's Expected Result/Impact:</b> Improve the number of students remaining in endorsement pathways each year after 9th grade year.<br/> <b>Staff Responsible for Monitoring:</b> Grade Level Counselors<br/>                     Administration</p>  | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2:</b> NHS College and Career Counselors will implement strategies to work with 11th graders to begin the college application process.<br/> <b>Strategy's Expected Result/Impact:</b> Improved college application completion percentage in their 12th grade year.<br/> <b>Staff Responsible for Monitoring:</b> College and Career Counselor<br/>                     Grade Level Counselors<br/>                     Administration</p> | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
|  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

| Strategy 1 Details   | Formative Reviews |            |            |
|--|-------------------|------------|------------|
| <p><b>Strategy 1: CAMPUS SAFETY COMMITTEE:</b> Establish Campus Safety Committees composed of a cross section of stakeholders to look at matters related to campus safety.</p> <p><b>Strategy's Expected Result/Impact:</b> 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><b>Staff Responsible for Monitoring:</b> Administrators<br/>Campus Safety Committee</p>  | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| Strategy 2 Details   | Formative Reviews |            |            |
| <p><b>Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION:</b> Participate in the Harris County Department of Education (HCDE) campus safety audit.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus will develop action plans to address any deficiencies as a result of safety audits.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators<br/>Campus Safety Committee</p>   | <b>Formative</b>  |            |            |
|  | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|  |                   |            |            |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |                   |            |            |

**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

| Strategy 1 Details  | Formative Reviews |            |            |
|---|-------------------|------------|------------|
| <p><b>Strategy 1: EMERGENCY OPERATIONS PROCEDURES:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus EOP turned in and filed by September 1st.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p>          | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
| Strategy 2 Details  | Formative Reviews |            |            |
| <p><b>Strategy 2: EMERGENCY OPERATIONS PROCEDURES:</b> Update campus EOPs annually and train staff at the start of each school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus procedures maintained in campus EOP. Staff training documents maintained. EOP submitted by September 1st.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators<br/>Campus Safety Committee</p> | <b>Formative</b>  |            |            |
|   | <b>Oct</b>        | <b>Jan</b> | <b>Apr</b> |
|   |                   |            |            |
|  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)

| Strategy 1 Details   | Formative Reviews |     |     |
|--|-------------------|-----|-----|
| <p><b>Strategy 1:</b> Conduct frequent budget meetings with Bookkeeper to review and manage the campus budget.</p> <p><b>Strategy's Expected Result/Impact:</b> Error free records.<br/>Documentation of purchases and orders.</p> <p><b>Staff Responsible for Monitoring:</b> Principal<br/>Bookkeeper<br/>Administrative Assistant</p>   | Formative         |     |     |
|  | Oct               | Jan | Apr |
|  |                   |     |     |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div> |                   |     |     |

# Campus Funding Summary

| 199 PIC 11 - Instructional Services |           |          |                  |              |              |
|-------------------------------------|-----------|----------|------------------|--------------|--------------|
| Goal                                | Objective | Strategy | Resources Needed | Account Code | Amount       |
| 1                                   | 1         | 2        |                  |              | \$0.00       |
| <b>Sub-Total</b>                    |           |          |                  |              | \$0.00       |
| <b>Budgeted Fund Source Amount</b>  |           |          |                  |              | \$86,610.00  |
| <b>+/- Difference</b>               |           |          |                  |              | \$86,610.00  |
| 199 PIC 22 - Career & Technology    |           |          |                  |              |              |
| Goal                                | Objective | Strategy | Resources Needed | Account Code | Amount       |
|                                     |           |          |                  |              | \$0.00       |
| <b>Sub-Total</b>                    |           |          |                  |              | \$0.00       |
| <b>Budgeted Fund Source Amount</b>  |           |          |                  |              | \$53,740.00  |
| <b>+/- Difference</b>               |           |          |                  |              | \$53,740.00  |
| 199 PIC 23 - Special Education      |           |          |                  |              |              |
| Goal                                | Objective | Strategy | Resources Needed | Account Code | Amount       |
|                                     |           |          |                  |              | \$0.00       |
| <b>Sub-Total</b>                    |           |          |                  |              | \$0.00       |
| <b>Budgeted Fund Source Amount</b>  |           |          |                  |              | \$2,420.00   |
| <b>+/- Difference</b>               |           |          |                  |              | \$2,420.00   |
| 199 PIC 24 - At Risk                |           |          |                  |              |              |
| Goal                                | Objective | Strategy | Resources Needed | Account Code | Amount       |
|                                     |           |          |                  |              | \$0.00       |
| <b>Sub-Total</b>                    |           |          |                  |              | \$0.00       |
| <b>Budgeted Fund Source Amount</b>  |           |          |                  |              | \$213,600.00 |
| <b>+/- Difference</b>               |           |          |                  |              | \$213,600.00 |
| 199 PIC 25 - ESL/Bilingual          |           |          |                  |              |              |
| Goal                                | Objective | Strategy | Resources Needed | Account Code | Amount       |
|                                     |           |          |                  |              | \$0.00       |
| <b>Sub-Total</b>                    |           |          |                  |              | \$0.00       |
| <b>Budgeted Fund Source Amount</b>  |           |          |                  |              | \$20,950.00  |



| 199 PIC 25 - ESL/Bilingual               |           |          |                  |              |                                    |              |
|--|-----------|----------|------------------|--------------|------------------------------------|--------------|
| Goal                                     | Objective | Strategy | Resources Needed | Account Code | Amount                             |              |
|  |           |          |                  |              | +/- Difference                     | \$20,950.00  |
| 199 PIC 99 - Undistributed               |           |          |                  |              |                                    |              |
| Goal                                     | Objective | Strategy | Resources Needed | Account Code | Amount                             |              |
|  |           |          |                  |              | \$0.00                             |              |
|  |           |          |                  |              | <b>Sub-Total</b>                   | \$0.00       |
|  |           |          |                  |              | <b>Budgeted Fund Source Amount</b> | \$79,510.00  |
|  |           |          |                  |              | +/- Difference                     | \$79,510.00  |
| 282 ARP21 (ESSER III Campus Allocations) |           |          |                  |              |                                    |              |
| Goal                                     | Objective | Strategy | Resources Needed | Account Code | Amount                             |              |
|  |           |          |                  |              | \$0.00                             |              |
|  |           |          |                  |              | <b>Sub-Total</b>                   | \$0.00       |
|  |           |          |                  |              | <b>Budgeted Fund Source Amount</b> | \$186,400.00 |
|  |           |          |                  |              | +/- Difference                     | \$186,400.00 |
|  |           |          |                  |              | <b>Grand Total</b>                 | \$0.00       |

# Addendums