



CAMPUS IMPROVEMENT PLANS

October 17, 2022

Core Beliefs

- Kids come first.
- Continuous learning is essential to prepare for college and career opportunities.
- Each student's success is the shared responsibility of students, families, schools, and communities.
- Learning is influenced by environment.



Vision

Northwest ISD empowers learners and leaders to positively impact the world.

Mission

Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.



Strategic Goals

1. Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.
2. Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.
3. Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.



Priority Objectives

PreK-12 Grade Literacy

Academic Progress

College, Career, and Life Readiness

Faculty and Staff Support

Safety and Security

Financial Reform

Planning for Fast Growth



Strategic Planning Flowchart



Campus Improvement Plans

- All plans are based on a Comprehensive Needs Assessment
- Campus Plans are aligned to the district goals and objectives
- Campus Plans are a continual plan for improvement



Basic Requirements

Each school year the principal of each school campus, with the assistance of the campus-level committee, *must develop, review, and revise* the Campus Improvement Plan (CIP).

- The purpose of the CIP is To improve student performance for all student populations, including special education, with respect to the academic excellence indicators and any other appropriate performance measures for special needs populations.
- The CIP must be supportive of the objectives of the district improvement plan.



Comprehensive Needs Assessment

Includes:

- A description of achievement using multiple forms of disaggregated data including, all student groups served by campus, including categories of race, ethnicity, socioeconomic status, gender, and populations served by special programs, including students in special education programs.
- Key strengths.
- Problem statements (needs) with root causes.



Needs Assessment

Demographic Data Section:

| White | Hispanic | African American | 2 or More Races | Asian | Economically Disadvantaged | Special Education | 504 | Dyslexia | GT | EL | At-Risk | RTI | Homeless |
|-------|----------|------------------|-----------------|-------|----------------------------|-------------------|-----|----------|----|----|---------|-----|----------|
| % | % | % | % | % | % | % | % | % | % | % | % | % | 0 |

Add narrative here

Student Learning Section:

| Grade Level & Test | 2021 3rd Grade Reading | 2022 3rd Grade Reading | 2021 3rd Grade Math | 2022 3rd Grade Math | 2021 4th Grade Reading | 2022 4th Grade Reading | 2021 4th Grade Math | 2022 4th Grade Math | 2021 5th Grade Reading | 2022 5th Grade Reading | 2021 5th Grade Math | 2022 5th Grade Math | 2022 5th Grade Science |
|--------------------|------------------------|------------------------|---------------------|---------------------|------------------------|------------------------|---------------------|---------------------|------------------------|------------------------|---------------------|---------------------|------------------------|
| % Approaches | % | % | % | % | % | % | % | % | % | % | % | % | % |

Add narrative here

(DRA Data)

| | K | 1 | 2 | 3 | 4 | 5 |
|--------------------------|---|---|---|---|---|---|
| % On/Above Reading Level | % | % | % | % | % | % |
| % Met Growth Projection | % | % | % | % | % | % |

Add narrative here



Based on feedback from the Board, a template was developed for campuses to use when adding data for the campus needs assessment.

Problem Statement(s)

- Problem Statement** : We are seeing growth & celebrations in our data since our "Covid-gap", but still have a concerning number of students not meeting expectations in our EOY data.
- Root Cause** : Students are missing foundational skills in reading and math. (gaps in learning)



CIP Requirements

Includes:

- Campus Problem of Practice
- Campus performance objectives tied to each District Strategic Goal
- Evaluation Sources
- Strategies for improvement
- Staff responsible for ensuring the accomplishing of each strategy
- Timelines for ongoing monitoring of implementation for each improvement strategy



Campus Problem of Practice

Each campus identifies a problem of practice that focuses on the instructional core, is observable, is actionable, and connects to the District Improvement Plan and District Goals.





ADAMS MIDDLE SCHOOL

2022-23

Instructional Focus

NISD Priority Goals

Literacy: NISD will place an increased emphasis on literacy across all grade levels and content areas to help ensure that at least 90% of students are reading on or above grade level.

Academic Progress: NISD will increase student performance in all content areas through rigorous instruction designed to meet the needs of every child, every day and ensure equitable access to learning with appropriate supports for success.

College, Career, Military, and Life Readiness: NISD will ensure that every student is prepared to succeed in life after high school by developing strong social, emotional, and behavioral skills and by achieving College, Career, and Military Readiness (CCMR) status in order to attain their definition of personal success through personalized learning opportunities, equitable access free of institutional bias, and appropriate support for their chosen pathways.

Faculty and Staff Support: NISD will recruit and retain a diverse employee population through the use of a strategic, competitive total compensation and benefits plan.

2022-23 Campus Goal(s)

Increase student performance in all content areas and subpopulations with an increased emphasis on content literacy to ensure that at least 90% of students are reading on or above grade level and grow 1 or more year in academic progress.

Students STAAR, MAP, and District Assessment data will show increases in overall Reading performance in 6th, 7th, and 8th grades.

Problem of Practice

(Instructional challenge we need to improve in order to meet our goal(s))

Empowering leaders and learners to create meaning and ascend the pyramid of cognitive demand with improved literacy skills in all content areas.

Our students are not showing evidence of strong literacy skills in all content areas.

Theory of Action

(Anchored in the NISD Instructional Framework)

*We are Map Makers
and Meaning Makers.*

These layers to our map will help us improve our Instructional Challenge (POP) this year:

If we, use our instructional framework as the central location for all resources and best practices,

And if we, strengthen our PLC work to promote a culture of authentic collaboration and connection,

And if we, continue empowering leaders, learners, and our entire school community to seek out and maximize use of all available resources

Then these are the changes we expect to see in ourselves and our students: We will see increased student performance in all content areas and subpopulations with an increased emphasis on literacy to ensure that at least 90% of students are reading on or above grade level and grow 1 or more year in academic progress.

ACTION PLAN

As you develop your Campus Action Plan, keep the following questions in the forefront of your thinking:

- As map makers and meaning makers, what map layers are important to consider as you put your Theory of Action into practice?
- What layers of your map do your teachers need to create and/or explore in order to engage in and fully embrace your campus POP?
- What layers of your map do your teachers need to create and/or explore in order to meet the needs of all students on your campus?
- Knowing that maps are the most important documents we have, how will you track the progress you have made on your journey throughout the year?
- How will you create and maintain energy and commitment related to your POP throughout the year?

| Action Step | Who will be involved? | What is our time frame? | How will we monitor our progress? |
|---|--|-------------------------|--|
| Strengthen and Improve PLC | Dept. Chairs Administrators | 2022-23 | Quarterly Check-Ins |
| Use our Instructional Framework as central essential document for best practices. | Dept. Chairs Teachers Administrators | 2022-23 | Quarterly Check in, Reflection, Monitor and Adjust |

| | | | |
|--|--|---------|--|
| Empower learners, leaders, and school community to access and maximize use all available resources | All stakeholders Students Counselors APs Support Services Staff Administrators | 2022-23 | Quarterly Check in, Reflection, Monitor and Adjust |
|--|--|---------|--|



Needs Assessment

Problem Statement

Goals

Performance
Objectives

Strategies





Adams Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

District Goal 1:

Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Campus Strategies:

Strategy 1: Add/Open additional sections of Literacy and/or Math Labs to provide intervention for closing achievement gaps for all learners who should attain higher growth grades in Math and/or Reading performance. Provide tutoring and goal-setting support to meet the requirements of HB4545 for students not meeting performance goals for STAAR and/or MAP assessments.

Strategy 2: Implement Quarterly Reward Program for acknowledgement of reaching goals and celebrating wins for students and staff through P.A.W. Day (Putting in ALL the Work). Students who are passing all classes, have turned in all assignments, exhibited strong character throughout the quarter, enjoy a day of participating in clubs, activities, and concessions for the last day of the quarter. Increase staff awareness, training, participation, and engagement in order to create a more cohesive vibe.

Strategy 3: Increase emphasis on lesson planning that includes updating all modes of planning, communication and execution of lessons and activities that focus on literacy will be the foundation of attaining 90% of students reading on or above grade level. All teachers should have a "Week at A Glance" on Canvas to assure that all students and parents have access to lessons and what is happening in all classes.

Strategy 4: Implementing Character Strong Advisory lessons

Strategy 5: Invest in adding literary content that would enhance classroom access to literature of all types to reinforce Read On And Relax (ROAR) days for a whole campus specific reading time.]

District Goal 2:

Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

Campus Strategies:

Strategy 1: Weekly Staff Spotlight in weekly staff newsletter, Staff Recognition, Rewards, Treats, Goodies, Library Teacher Days/Team Building, Staff Games (Caller 10 Wins, Turkey Bingo, Drawings for Staff Perfect Attendance on Fridays), Strong PTSA and Community partnership, Strengthen grade level teams' influence with increased involvement in campus decisions and activities.

Strategy 2: Provide check-ins from administrators, counselors, mentors, team leaders, and department chairs to offer ongoing support for all teachers through learning walks and providing ongoing feedback to continue developing a culture that embraces professional development and growth among all staff members.

Strategy 3: At Adams Middle School, the instructional leadership team will review, provide input in staff surveys to increase morale on campus.

Strategy 4: [Continue interview](#) committee to review a variety of applicants, seek to mirror staff and student demographics to reflect the diversity of our campus and student population.

District Goal 3:

Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

Campus Strategies:

Strategy 1: Maintain monthly family newsletter and outlets of communication (Parent Square), social media team, strong PTSA partnership, and Family Engagement/Informational Meetings to promote culture of high expectations, processes, supports and instructional practices.

Strategy 2: Establish and maintain health and safety protocols to maintain a healthy and safe school (threat assessments, drills, investigations, maintain and use all building secure features with fidelity).

Strategy 3: Increase emphasis on cultural representation of our student body through recognition days/months/celebrations.





Goals/Performance Objectives/ Strategies

Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Performance Objective 1: Focus on Literacy across all content and grade levels: Haslet Elementary will provide meaningful reading & writing learning opportunities, ensuring 90% of all students will be on or above grade level by end of the year.

Evaluation Data Sources: Monthly progress monitoring of reading levels
 PreK EOY Kinder Readiness Assessment
 K-2 % of Students Reading and Writing on Grade level
 3-8 STAAR Reading Passing level
 Data from MAPS and Imagine Literacy
 UoS Reading & Writing Pre & Post Assessments

| Strategy 1 Details | Reviews | | | |
|--|-----------|-----|-----|-----------|
| <p>Strategy 1: Through PLC cycles, use data to adjust and drive targeted instruction through reading and writing "strategy" groups and math groups, during the work period, daily Intervention Time ("Eagle Time"), after school tutoring, and HLOs (Home Learning Opportunities).</p> <p>Strategy's Expected Result/Impact: increased reading, writing, and math performance for all students increased support from parents increased amount of time spent reading at home in appropriate leveled books</p> <p>Staff Responsible for Monitoring: Teachers and Admin</p> <p>Funding Sources: Leveled library books - 199 General Fund - \$3,500</p> | Formative | | | Summative |
| | Nov | Jan | Mar | May |
| | | | | |

 No Progress
 Accomplished
 Continue/Modify
 Discontinue





Formative Assessment Checks

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| | ↑ | ↑ | ↑ | ↑ |

 0% No Progress
 100% Accomplished
 Continue/Modify
 Discontinue

2022-2023 Campus Improvement Plans

Questions?

