



CAMPUS IMPROVEMENT PLANS

September 25, 2023

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. Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.
1. Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.
1. Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.



Priority Objectives

PreK-12 Grade Literacy

Academic Progress

College, Career, Military and Life
Readiness

Recruit, Value, and Retain Staff

Engagement

Culture

Safety



Priority Objectives

Strategic Goal 1

Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

NISD PRIORITIES:

Literacy

1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.

Academic Progress

1.2 Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

College, Career, Military & Life Readiness

1.3 Our students will graduate life ready and prepared for success in career, college, or military service.

Strategic Goal 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

NISD PRIORITIES:

Recruit

2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Value

2.2 Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Retain

2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

Strategic Goal 3

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

NISD PRIORITIES:

Engagement

3.1 Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Culture

3.2 Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Safety

3.3 Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.



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



STRATEGIC PLANNING FLOWCHART



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	2022 3rd Grade Reading	2023 3rd Grade Reading	2022 3rd Grade Math	2023 3rd Grade Math	2022 4th Grade Reading	2023 4th Grade Reading	2022 4th Grade Math	2023 4th Grade Math	2022 5th Grade Reading	2023 5th Grade Reading	2022 5th Grade Math	2023 5th Grade Math	2023 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** : Students need personalized growth goals that will help fill their educational gaps and support their ability to meet their expected growth level.
- Root Cause** : We have students with various gaps and instructional needs from reteaching to extensions.



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.





Wilson Middle School 2023-2024 Problem of Practice

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3
<p>Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.</p> <p>NISD PRIORITIES:</p> <p>Literacy 1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.</p> <p>Academic Progress 1.2 Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.</p> <p>College, Career, Military & Life Readiness 1.3 Our students will graduate life ready and prepared for success in career, college, or military service.</p>	<p>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</p> <p>NISD PRIORITIES:</p> <p>Recruit 2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.</p> <p>Value 2.2 Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.</p> <p>Retain 2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.</p>	<p>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</p> <p>NISD PRIORITIES:</p> <p>Engagement 3.1 Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.</p> <p>Culture 3.2 Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.</p> <p>Safety 3.3 Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional wellbeing of our students, staff, and community.</p>

2023-24 Campus Goal(s)

Type your goals here and provide a brief explanation about why you have identified this as your campus goals based on your data:

Literacy - Wilson teachers will instruct all students to annotate texts for comprehension across all contents using common strategies by the end of the first nine weeks.

Academic Progress - Wilson teachers will use targeted Aggressive Monitoring to develop student progress weekly.

College, Career, Military & Life Readiness - Wilson staff will implement processes (ex. Behavioral Support Framework, mentor groups, character education, etc.) that promote personal responsibility every week.

Problem of Practice

(Instructional challenges we need to strengthen in order to meet our goals)

Structures, processes and/or practices that your campus has identified as an area in need of improvement/enhancement. Provide a brief explanation of why this is need for your campus:

PoP: Wilson will purposefully monitor and support students' academic, behavioral, and social-emotional growth, with a specific focus of reading comprehension across contents.

Explanation: Wilson has challenges that require specific processes to help us improve student discipline, attendance, and academic growth. Our data has shown that we require improvement in these three areas specifically with the following in mind:

- WMS discipline is disproportionate to other campuses (behavioral)
- WMS attendance is low (94.5%) and should be at minimum 97% (SEL)
- WMS shows areas of needed academic growth in math and ELA (academic)

Theory of Action

(Anchored in the NISD Instructional Framework)

If we implement a system for annotating across all content areas, make sure all staff is trained, and ensure opportunities to practice these targeted skills, then we will be able to monitor student progress.

And if we train staff to use Aggressive Monitoring, implementing it once per week

And if we continue to provide guided opportunities to engage students in appropriate social behaviors with redirection

Then we will see an increase in cross-curricular content literacy with immediate feedback and intervention, successful student engagement demonstrated by heightened scores, increased attendance and improved student personal responsibility.

ACTION PLAN #1

As you develop your Campus Action Plan, keep the 6 sources of influence in the forefront of your thinking:

Literacy - Wilson will instruct all students to annotate texts for comprehension across all contents using common strategies by the end of the first nine weeks.

Six Sources of Influence		
	Motivation	Ability
Personal	Novel experiences that create personal commitment to change/improvement	Build confidence that each person has the ability to inspire change
Social	Create experiences that motivate a collective commitment to change/improvement	Build confidence that, as a group, we can create change. Find areas to celebrate
Structural	Share structures & processes that will affect change/improvement	Model / provide learning opportunities to implement the structures & processes

Action Steps	Who will be involved?	What is our time frame?
ELA disseminate the annotation verbage to be used consistently across all content areas	ELA Instructional Leader	August 31st
Department PLCs will practice and utilize common verbiage to develop a poster for their content area	Department Instructional Lead	Mid-September
Classroom teachers utilizing annotation poster to implement annotation in their content area	Classroom Teacher	September 30th
Monitor student improvement from walk-thrus, district data assessment, and student work. To be shared during PLCs	Classroom Teacher	January 31, 2024 March 8, 2024 May 2024



ACTION PLAN (#2)

As you develop your Campus Action Plan, keep the 6 sources of influence in the forefront of your thinking:

Academic Progress -Wilson will use targeted Aggressive Monitoring to develop student progress weekly.

Six Sources of Influence		
	Motivation	Ability
Personal	Novel experiences that create personal commitment to change/improvement	Build confidence that each person has the ability to inspire change
Social	Create experiences that motivate a collective commitment to change/improvement	Build confidence that, as a group, we can create change. Find areas to celebrate
Structural	Share structures & processes that will affect change/improvement	Model / provide learning opportunities to implement the structures & processes

Action Steps	Who will be involved?	What is our time frame?
Attend training over Aggressive Monitoring	Whole Campus	September PLC
Develop a system to track progress by each grade level	Department PLC, (CC K. Ventrea, M. Yost)	By Sept. 30, 2023
Implement and share monitoring results during PLCs	Classroom Teacher, PLC	Continuous
Analyze results and modify monitoring tool if needed	Classroom Teacher, PLC, Admin	Continuous



Needs Assessment

Problem Statement

Goals

Performance
Objectives (Priorities)

Strategies





Wilson Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	3%	6%
African American	9%	17%
Hispanic Latino	20%	24%
White	66%	50%
At Risk	37%	42%
Special Education	11%	15%
Economically Disadvantaged	20%	30%
Emergent Bilingual	3%	8%

NISD Strategic Goal 1: Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

Priority 1.1: Literacy

Our students will annually increase literacy proficiency to reach or exceed grade-level standards.


Campus Strategy:

Wilson teachers will instruct all students to annotate texts for comprehension across all contents using common strategies by the end of the first nine weeks. (Problem of Practice)

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Wilson teachers will use targeted Aggressive Monitoring to develop student progress weekly. (Problem of Practice) 

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Wilson staff will implement processes (ex. Behavioral Support Framework, mentor groups, character education, etc.) that promote personal responsibility every week. (Problem of Practice)

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Wilson administrators will attend monthly GE Orientation meetings to recruit staff to our campus.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Wilson will establish a culture of support and encourage professional growth opportunities for all teachers each month.

Priority 2.3: Retain

Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

Campus Strategy:

Wilson will implement recognition opportunities for the staff and provide professional growth opportunities through bite-sized PDs each month.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Wilson administration will conduct parent tours of the campus to engage parents with the campus culture.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

The Wilson administration will implement our core belief that decision-making should be made at the most appropriate level and as close to the point of implementation as possible.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Wilson staff will implement a Watchdog program, continue mentor groups, and implement SEL spaces to support students and teachers.



Goals/Performance Objectives/ Strategies

Goal 1: Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

Performance Objective 1: Literacy

1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.

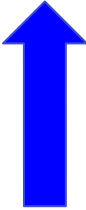
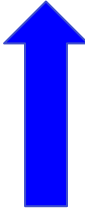
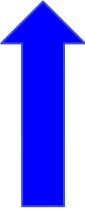
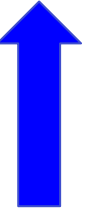
Strategy 1 Details	Reviews			
<p>Strategy 1: Nance Elementary teachers will utilize assessment data to inform instructional planning within literacy skill groups and book clubs.</p> <p>Strategy's Expected Result/Impact: Teachers will use data analysis protocols during PLCs to analyze literacy data. The outcomes of the analysis will inform the planning for small group reading instruction, specifically skill groups and book club tasks. When planning intentionally for the needs of the students, we will see an increase in student reading growth with accuracy and readability.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Leadership Team, Campus Administration</p> <p>Problem Statements: Demographics 1, 2, 3 - Student Learning 1, 2, 3 - School Processes & Programs 2, 3</p>	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Nance Elementary teachers will support students in setting skill goals for their growth in reading.</p> <p>Strategy's Expected Result/Impact: Students will meet the goals set for their growth and will increase their accuracy and level of understanding the text.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Leadership Team, Campus Administration</p> <p>Problem Statements: Demographics 1, 2, 3 - Student Learning 1, 2, 3 - School Processes & Programs 2, 3</p>	Formative			Summative
	Nov	Jan	Mar	May

Formative Assessment Checks

Goal 1: Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

Performance Objective 1: Literacy

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	Nov	Jan	Mar	May

2023-2024 Campus Improvement Plans

Questions?

