



Beck Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023 - 2024
Asian	8%	9%
African American	2%	3%
Hispanic Latino	17%	16%
White	70%	71%
At Risk	18%	16%
Special Education	11%	12%
Economically Disadvantaged	7%	7%
Emergent Bilingual	5%	5%

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:

The campus will implement aligned, consistent goal-setting with students. (Campus PoP)

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:

Teachers will work with students to set goals that meet growth achievements for Reading and Math. (Campus PoP)

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:

Students will work on their goal setting and monitoring skills to set and reflect on meeting academic achievement goals. (Campus PoP)

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:

Emphasis on new teacher learning

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:

Utilize surveys to receive feedback on how well current practice is showing value to the staff and receive ideas on how to improve our value practices.

Intentional staff highlight opportunities monthly, and on a frequent basis.

Strategic PLCs with a highlight on observing classroom practice.

Priority 2.3: Retain

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

Campus Strategy:

Intentional relationship building and learning across grade-level opportunities consistently throughout the year, both within and outside of campus.

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:

Engage parents in more authentic school-day volunteer opportunities that allow them to be an active part of the mission of the campus.

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:

Involve parents in our extra curricular activities on campus; ie. House Rallies, tutoring, specific jobs on campus that support a safe and organized environment.

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:

The campus Operational Team will routinely review safety protocols; this includes reviewing threat assessment and bullying protocols for alignment and education of students, staff and our community.



Berkshire Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2021 - 2022	2022 - 2023
Asian	8%	10%
African American	8%	10%
Hispanic Latino	26%	25%
White	42%	40%
At Risk	38%	41%
Special Education	16%	19%
Economically Disadvantaged	31%	35%
Emergent Bilingual	9%	11%

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:

Teachers will plan and implement small group lessons that are responsive to student needs. (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:

Students will participate in goal setting conferences and progress towards goals will be monitored by students and teachers. (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:

We will have alignment in our campus Morning Meetings by focusing on a common character trait each week.

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:

We will recognize and celebrate staff members through our "Weekly Peek" posts on Facebook and "Hump Day Hooray" staff email.

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:

Professional learning will be intentionally planned through cycles of PLCs and staff development that impacts all students. (Problem of Practice)

Priority 2.3: Retain

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

Campus Strategy:

Teachers will have additional time each quarter for planning and collaboration.

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:

We will strengthen our partnership with our PTA and revitalize our Watch D.O.G.S. program through collaborative campus events and recruitment of male figures to focus on academic support through Watch D.O.G.S.

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:

We will utilize Emergent Tree's Reach and Respond strategies to connect with students.

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:

We will implement a weekly "Bear Necessities" parent newsletter including our campus character trait.



Carter Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	0%	0%
African American	0%	0%
Hispanic Latino	0%	0%
White	0%	0%
At Risk	0%	0%
Special Education	0%	0%
Economically Disadvantaged	0%	0%
Emergent Bilingual	0%	0%

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:

Teachers will work together to design cross-curricular lessons to support literacy across all content areas and further student's ability to critically think.

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:

Students will intentionally goal/skill set, progress monitor and adjust goals/skills.

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:

Campus aligned morning meetings that have been driven by our campus core values (counselor).

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:

Provide teachers opportunities to align themselves in professional learning communities weekly, during which they will collaborate on goal setting, planning and exchange knowledge of how to best serve students to the expectations of the district. (PROBLEM OF PRACTICE)

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:

Invest time into teachers expanding their content knowledge in order to best meet student needs in and out of the classroom.

Priority 2.3: Retain

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

Campus Strategy:

Implementation of a campus wide culture system that includes our Sunshine committee that helps support school morale.

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:

Making sure we communicate with our entire student population and community through various modes of delivery. (Parent Square, newsletters)

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:

Carter Elementary will create a culture of belonging through whole school assemblies, morning meetings, and reach and respond opportunities for students and families.

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:

Student, Staff and Stakeholder Safety: Carter Elementary will ensure that every student, staff member and guest on campus is in the most controlled and safe environment possible through intentional planning which includes but not limited to safety drills, on-sight security guard and regular OLT (Operations Leadership Team) meetings.



Cox Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	8%	13%
African American	6%	12%
Hispanic Latino	17%	18%
White	67%	53%
At Risk	18%	27%
Special Education	10%	16%
Economically Disadvantaged	12%	18%
Emergent Bilingual	4%	12%

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:

Reading strategies are taught in all content areas

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:

Intentional goal setting conferences and consistently progress monitor all students. (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:

Implement a skill building component in Morning Meeting using Purposeful People language.

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:

Bi-monthly staff well-checks

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:

Staggering grade level PLC for support staff to attend.

Priority 2.3: Retain

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

Campus Strategy:

Design behavior framework utilizing learning from campus books study and current social-emotional practices.

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:

Conduct monthly book study for families with campus administrators and counselor

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:

Conduct monthly office book study (Magic Kingdom)

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:

Implement the Watch Dog Program



Curtis Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	14%	29%
African American	18%	20%
Hispanic Latino	20%	20%
White	46%	27%
At Risk	27%	53%
Special Education	11%	17%
Economically Disadvantaged	14%	35%
Emergent Bilingual	9%	31%

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:

Teachers will engage students in goal-setting with actionable next steps (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:

Teachers will monitor student progress data (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:

Teachers will engage students in Morning Meetings that focus on developmentally relevant social-emotional and behavioral learning.

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:

We will induct, onboard, and support new Lizzie Curtis staff.

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:

Teachers will participate in focused Campus Professional Learning, Grade Level PLCs, Vertical PLCs, and Campus Committees

Priority 2.3: Retain

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

Campus Strategy:

We will implement "Toolbox Tuesday" trainings that cover relevant, timely topics for teachers new to Curtis and any others who want to attend. Toolbox Tuesdays will be led by campus teacher leaders.

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:

Campus-wide use of Parent Square to communicate with families.

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:

We will implement campus-wide weekly assemblies, "The Spirit of Lizzie Curtis" where families of students being recognized for the Legendary Leader award are invited to attend, Veterans Day Celebration, and Multicultural Night.

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:

Teachers will call each family within the first quarter of school to share something positive about their child. Teachers will call, email, or message families each of the following three quarters of school to report on something positive their child is doing - academically, socially, and/or behaviorally.



Daniel Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	0%	100%
African American	0%	30%
Hispanic Latino	0%	5%
White	0%	82%
At Risk	0%	12%
Special Education	0%	7%
Economically Disadvantaged	0%	2%
Emergent Bilingual	0%	9%

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:

Johnie Daniel Elementary educators will set literacy goals with 97% of the K-5 students to meet or exceed all grade-level standards using one-on-one conferences and visible goal-setting strategies that are tracked consistently across the campus throughout the year. Students will be able to articulate their goals and steps necessary to achieve their goals with teachers and parents. (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:

Johnie Daniel Elementary educators will set goals in all content areas with 97% of the students to meet or exceed all grade-level standards using one-on-one conferences and visible goal-setting strategies that are tracked consistently across the campus. (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:

Johnie Daniel Elementary will provide a strong foundation for students to meet or exceed academic/social-emotional skills allowing every child to be prepared for opportunities in multiple career, college or military service fields. Individualized goal setting is the campus focus which aligns to life-ready skills.

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:

Johnie Daniel Elementary will recruit highly qualified educators to serve the students in every classroom by utilizing the talents of the current staff to attract more highly qualified staff. If the current staff feels supported and their talents utilized to meet the needs of students, then the current staff will communicate with other highly qualified teachers, recent graduates from colleges, and community members that Johnie Daniel is a great place to work which helps with the recruiting process.

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:

Johnie Daniel Elementary will develop a culture of support where teachers have a voice and engage in differentiated professional development opportunities to build capacity in each staff member. Personalized learning lifts up each person and makes every educator stronger to improve student achievement.

Priority 2.3: Retain

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

Campus Strategy:

Johnie Daniel Elementary will provide opportunities for distributed leadership through ILT/OLT/campus committees, build meaningful relationships with all stakeholders, provide

coaching and support to teachers, and design differentiated professional development opportunities for teachers.

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:

Johnie Daniel Elementary will provide consistent communication with stakeholders about opportunities to partner with the campus through volunteering, serving on a panel or a committee with the intent to streamline current practices, or supporting the campus.

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:

Johnie Daniel Elementary will provide opportunities for students, parents, staff, and community voices to be shared through the use of surveys, committees, curated social media platforms, and advisory panels.

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:

Johnie Daniel Elementary will provide a weekly campus newsletter to our families with information about academic, physical, and emotional well-being support for students, staff, and community. Campus and District training opportunities for families will be included in this communication as well. Safety will remain a priority and communication will be provide to families about safety measures that are taken by the district and campus.



Granger Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	5%	5%
African American	7%	10%
Hispanic Latino	18%	20%
White	67%	60%
At Risk	11%	25%
Special Education	9%	13%
Economically Disadvantaged	10%	18%
Emergent Bilingual	4%	7%

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:

Dyslexia teachers will work with classroom teachers during PLCs and grade level planning to assist teachers in implementing phonics lessons. Students need direct, explicit instruction in phonics and foundational skills in order to become proficient readers. Classroom walks will focus on watching a MTA lesson and phonics lessons. 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:

Students will set individual goals where they will confer with teachers, track their goals, monitor their progress, and reevaluate as needed. Teachers will give relevant and timely feedback to students on a consistent basis to help guide their learning and mastery of goals. 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:

Continue implementing the Granger Essentials, Granger House System, and character-building to align with the district's imperative on SEL learning. We will utilize the tools from the Emergent Tree training and Dan St. Romain to align our Wrangler Way expectations.

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: Implement a super teacher monthly luncheon for teachers who lead PD, PLCs, or staff meetings. We must celebrate what we expect and develop teacher leaders. Continue to celebrate accomplishments of staff during faculty meetings and PLCs.

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:

Teachers at Granger Elementary will take an active role in their own professional growth which will build self efficacy and result in a positive school culture and climate. In order to promote a culture of collective efficacy, our teachers will meet in Professional Learning Communities consistently with support and collaboration with all stakeholders. Problem of Practice

Priority 2.3: Retain

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

Campus Strategy:

We have developed a behavior support team with representatives from each team on campus. This team is receiving district level training from Emergent Tree. This will give us tools to implement a campus wide behavior framework.

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:

In partnering with our PTA, Granger will host various campus events and encourage parent participation. For example: Granger University, PTA Reflections, Coffee with the Principal, PurposeFULL people parent sessions, and Grade level performances.

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:

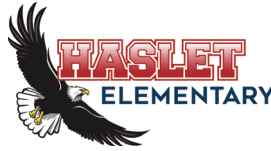
KGE will continue to partner with our Instructional Technology coach and the NISD technology department as we continue to work with families to navigate the digital world our children are sometimes navigating alone. Parents are given tools that help them have conversations at the table, lessons on digital citizenship. We will offer an incentive to those that complete the family challenges. They will be invited to a dinner and given a book to help them navigate technology with their young children.

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:

We will continue to strengthen our Watch Dog Dad program, our Moms on a Mission, and start our Senior Mentor Program which supports our staff, students, and community.



Haslet Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	1%	8%
African American	8%	12%
Hispanic Latino	18%	19%
White	72%	55%
At Risk	24%	36%
Special Education	13%	17%
Economically Disadvantaged	18%	25%
Emergent Bilingual	4%	9%

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:

Reading and writing strategies will be taught and reinforced throughout all content areas.

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:

Intentional student goal setting with consistent progress monitoring of all students.(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:

Through morning meetings, intentionally teach skills that align to our Core Values and create an accepting campus culture of all students. We will implement resources from Emergent Tree and Purposeful People.

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:

Recognize and celebrate the positive impact of our staff and students via social media, weekly newsletters, walkthroughs, and TMG (staff shout outs).

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:

Quarterly data meetings with gen. ed, GT, and Special Education teachers to monitor, support, and celebrate student growth. Through collaboration, teachers will positively impact student growth.

Priority 2.3: Retain

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

Campus Strategy:

Provide teachers with additional PLC/planning time each quarter to allow for collaboration, professional learning, and backwards design. (Problem of Practice)

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:

Collaborate and partner with PTA to implement the new WatchDOG program and to plan engaging events for our families.

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:

All classrooms will start the day with "Reach & Respond" to allow students the opportunity to feel heard & valued.

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:

Provide learning opportunities and resources for families that will strengthen and support our Core Values and academics at home.(Problem of Practice)



Hatfield Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	4%	9%
African American	15%	19%
Hispanic Latino	15%	25%
White	64%	40%
At Risk	25%	41%
Special Education	17%	14%
Economically Disadvantaged	25%	29%
Emergent Bilingual	6%	17%

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:

At all grade levels, Hatfield will utilize a flexible grouping strategy to ensure students are acquiring and securing the “next” literacy skills necessary to advance to the next reading level. (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:

Every Hatfield student will engage in a reflective goal setting process that emphasizes the influenceable, predictive actions that will help them achieve their Wildly Important Goal (i.e., one year’s growth).(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:

Hatfield will customize and implement the district's new Behavior Support Framework.

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:

The principal and assistant principal will conduct a “New Cougar Check-in” with each new staff member twice during the school year (Fall and Spring) to ensure employees know they are being supported by their administrators during those first critical months on staff.

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:

A minimum of one time per month, each classroom teacher will receive written feedback from either the principal or assistant principal after a classroom walkthrough. Classroom visits will be scheduled on the admin calendar and will rotate between the two administrators.

Priority 2.3: Retain

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

Campus Strategy:

Hatfield will strive to create a “Culture of Connectedness” by completing a team building/connectedness activity at each staff meeting.

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:

Hatfield will continue to develop its relationship with community stakeholders through quarterly “Coffee with the Admin” gatherings where the principal, assistant principal, and counselor will be available to chat with community members and answer any questions/concerns they may have.

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:

Hatfield will customize and implement the district’s new Behavior Support Framework.

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:

Hatfield will implement a Reach and Respond protocol in each classroom where students are given an opportunity each day to non-verbally check in with their teacher regarding their social-emotional state and readiness to learn.



Hughes Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	6%	7%
African American	9%	12%
Hispanic Latino	25%	27%
White	58%	48%
At Risk	31%	38%
Special Education	13%	19%
Economically Disadvantaged	26%	36%
Emergent Bilingual	11%	11%

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:

Reading strategies such as explicit phonics instruction and reteach in small groups will happen in K-2. Reading strategies such as vocabulary instruction and small group intervention will happen in 3-5.

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:

Every grade level will set goals with students in Reading and Math and will support students monitoring their own progress.

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:

Character trait instruction, daily morning meetings, and cabin system focused on Respect, Responsibility, Fairness, Caring, Trustworthiness, Honesty, Cooperation, and Kindness.

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:

Use of Strengths Finder to build and support team cohesiveness, staff appreciation and validation, and retention of staff that have been highly trained on campus and in the district.

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:

All staff will participate in grade level and team Professional Learning Communities once a week. (Problem of Practice)

Priority 2.3: Retain

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

Campus Strategy:

Use of Strengths Finder, weekly PLC and planning times, Celebration Meetings, Hawk Shout Outs, Staff of the Month, and monthly staff appreciation and engagement opportunities.

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:

Offer and advertise campus volunteer opportunities for parents and community members.

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:

Parent and staff surveys to receive input and feedback on campus initiatives and procedures each semester.

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:

Implementation of the Watch Dogs and Parent Engagement Committee.



Justin Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	1%	2%
African American	3%	3%
Hispanic Latino	23%	18%
White	72%	70%
At Risk	31%	26%
Special Education	13%	19%
Economically Disadvantaged	27%	24%
Emergent Bilingual	9%	5%

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:

Targeted phonics and word building instruction in K-3 based on mClass data. (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:

Student goal setting will be used to track progress of grade-level TEKS. (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:

JES staff will offer activities that extend the learning beyond the classroom.

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:

JES will increase the quantity and quality of Guest Educators to support our students.

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:

Use a private Facebook group to share evidence of instructional strategies during classroom walkthroughs.

Priority 2.3: Retain

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

Campus Strategy:

Coaching cycles with our 0-3 year teachers to discern data trends, plan small group instruction, and increase student engagement.

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:

Increase parent involvement and community outreach through our PTA events and membership.

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:

Hosting family support groups through a "Celebrating Minds of All Kinds" event.

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:

Empower families to serve the JES community through WatchDOGS and Big Brother/Big Sister.



Lakeview Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	5%	8%
African American	3%	3%
Hispanic Latino	13%	16%
White	73%	71%
At Risk	9%	13%
Special Education	10%	15%
Economically Disadvantaged	5%	8%
Emergent Bilingual	2%	4%

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:

Every student receives data-driven, TEKS aligned, small group instruction at their level in Math and ELA at least once a week (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:

Students will engage in intentional student goal setting- monitoring, tracking, reflection, updating.

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:

We will align morning meetings to counselor guidance lessons (which incorporate district SEL components) and Lakeview Leader character traits

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:

We will align our campus-wide behavior management and support system so that we are all aligned in our practices and expectations.

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:

Classroom teachers will collaborate with instructional support staff at protected times at least three times per year.

Priority 2.3: Retain

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

Campus Strategy:

Implementation of Bobcat Family system to develop relationships and support campus-wide culture and morale

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:

Teachers will plan for intentional and authentic student discourse once per week.

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:

Implementation of Bobcat Family system to unite students, families, and staff

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:

Aligned morning meetings to counselor guidance lessons and Lakeview Leader traits that will be integrated throughout a student's day



Clara Love Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023	2023-2024
Asian	1%	2%	2%
African American	11%	15%	16%
Hispanic Latino	30%	30%	30%
White	55%	46%	44%
At Risk	30%	45%	53%
Special Education	12%	20%	24%
Economically Disadvantaged	42%	50%	54%
Emergent Bilingual	8%	12%	12%

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:

To increase Tier 1 instruction, our top 5 focuses are Learning Targets, responsive small groups, academic vocabulary, intentional monitoring and decreasing student behavior referrals. Our ILT, PLC, coaching cycles, and district support will be dedicated to increasing student achievement by intentional Tier 1 instruction.

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:

To increase Tier 1 instruction, our top 5 focuses are Learning Targets, responsive small groups, academic vocabulary, intentional monitoring and decreasing student behavior referrals. Our ILT, PLC, coaching cycles, and district support will be dedicated to increasing student achievement by intentional Tier 1 instruction. (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:

We will conduct PLCs to backward design, so that we can strengthen our Tier 1 instruction, provide personalized learning experiences, and be responsive to students' needs through differentiated small groups.

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:

We will ensure our positive culture, academic success, and our brand is communicated at Job Fairs and other recruiting events in partnership with HR.

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:

We will increase communication with a level of consistency and transparency through Parent Square, email, check-in, and meetings. The campus will increase supporting student behaviors through the 9 Principles. We will create a culture of shared leadership by utilizing our support staff, so that all teacher's classroom and instructional needs are met.

Priority 2.3: Retain

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

Campus Strategy:

We will increase communication with a level of consistency and transparency through Parent Square, email, check-in, and meetings. The campus will increase supporting student behaviors through the 9 Principles. We will create a culture of shared leadership by utilizing our support staff, so that all teacher's classroom and instructional needs are met.

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: We will increase partnerships by inviting other stakeholders to participate in our Love Walks. We will be partnering with a local church to create a community pantry for our community members.

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:

We will increase leadership opportunities by adding communities to support our teachers and students.

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:

Our CIS and counselor will increase community support by continuing the community pantry, Care Closet, and supporting community members. We will add campus security personnel daily. We have partnered with Safety and Security to streamline our arrival and dismissal processes.



Nance Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	3%	7%
African American	17%	19%
Hispanic Latino	26%	25%
White	50%	44%
At Risk	31%	37%
Special Education	11%	24%
Economically Disadvantaged	22%	33%
Emergent Bilingual	7%	10%

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:

Nance Elementary teachers will utilize assessment data to inform instructional planning within literacy skill groups and book clubs.

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:

Nance Elementary teachers will provide opportunities for students to communicate and reflect on their thoughts and understanding of content in written form during their daily tasks.
(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:

Nance Elementary students will engage in daily character building and scholarly behavior lessons.

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:

Nance Elementary will maintain a culture of development and support of staff by recognizing each other and celebrating our accomplishments while growing together in our craft.

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:

Nance Elementary staff will participate in professional development on varied instructional methods and planning for rigorous learning opportunities.

Priority 2.3: Retain

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

Campus Strategy:

Nance Elementary staff will participate in professional learning teams to focus on the work of the instructional leader and the students by closely aligning with the campus and grade level data.

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:

Nance Elementary staff will intentionally plan for opportunities to showcase the cultural richness of our campus.

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:

Nance Elementary will create a parent/community advisory committee to meet throughout the year to gain feedback about the campus and plan for future needs.

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:

Nance Elementary will offer family/community education opportunities that are supportive of the needs of our families and community.



Peterson Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	10%	12%
African American	15%	15%
Hispanic Latino	23%	27%
White	50%	41%
At Risk	27%	44%
Special Education	11%	15%
Economically Disadvantaged	25%	39%
Emergent Bilingual	13%	16%

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:

Teachers will plan their large and small group instruction using data and district resources to ensure that every student meets or exceeds a year's growth.

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:

Teachers will use Learning Targets and success criteria as a tool to build understanding of standards and track progress toward mastery of students' knowledge and skills.

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:

Teachers will consistently use our Positive Behavior Framework to teach, practice, and give feedback to students to create a positive and safe environment where every student can learn.

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:

The staff at Peterson will create a positive culture by celebrating one another each week at our Model Mustang Assembly and in our Hump Day Hooray email.

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:

We will meet in PLCs weekly to discuss formative and summative data, state standards, and student behavior and engagement to improve Tier 1 instruction across content areas in order to increase student growth in the areas of literacy and math achievement. (Problem of Practice)

Priority 2.3: Retain

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

Campus Strategy:

Administrators will conduct walkthroughs and provide feedback to every professional staff member multiple times per 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:

Peterson will partner with our PTA to provide programs for students and families throughout the year.

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:

Administrators will facilitate a feedback loop with staff to gather ideas, gain buy-in and improve communication between all staff.

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:

Teachers will utilize a campus-wide 'Reach and Respond' routine each morning to check on each student's emotional well-being when they arrive.



Prairie View Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	1%	1%
African American	6%	5%
Hispanic Latino	33%	45%
White	58%	47%
At Risk	44%	59%
Special Education	16%	15%
Economically Disadvantaged	52%	54%
Emergent Bilingual	19%	30%

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:

Strengthen Tier 1 Instruction and instructional efficacy through focus and growth in lesson planning (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:

Increase Literacy Goal Focus using 4DX

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:

Strengthen Tier 1 Instruction and instructional efficacy through focus and growth in authentic feedback for students

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:

Create intentional space for all staff to know and partner with each other to build collective efficacy (i.e. block parties, mentors, buddies, accountability partners, Win Win Wednesdays) (problem of practice)

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:

Establish effective communication systems that are credible, consistent, clear, timely, and two-way.

Priority 2.3: Retain

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

Campus Strategy:

Provide clearly stated expectations regarding key processes and procedures.

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:

Conduct a "New Hawk Check-in" with each new student/family twice during the school year (Fall and Spring) to ensure collaborative dialogue and partnership with administrators/campus during those first critical months at PVE.

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:

Implement a Reach and Respond protocol in each classroom where students are given an opportunity each day to non-verbally check in with their teacher and/or other staff regarding their social-emotional state and readiness to learn.

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:

Customize and implement the district's new Behavior Support Framework.



Roanoke Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	10%	11%
African American	6%	6%
Hispanic Latino	30%	40%
White	52%	39%
At Risk	38%	53%
Special Education	11%	12%
Economically Disadvantaged	20%	30%
Emergent Bilingual	20%	36%

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:

Roanoke Elementary will ensure that small group instruction in reading and phonics takes place four to five days a week based on individual reading needs with supporting data from the unit quick checks.

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:

Students at Roanoke Elementary will set personalized goals in reading and math within a unit or module that they will track to promote ownership and growth. Students will check in with classmates and teachers weekly to reflect on progress. (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: Expose students to different college and career options via teacher college spots, career day and Ranger Day exposure.

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:

At RES recognize and value staff by: promoting staff to staff and parent to staff shout-outs; Golden Oaks Awards, Tuesday treats, learning through peers.

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:

We will build capacity in our teachers and provide them a voice on the campus through decision making in planning.

Priority 2.3: Retain

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

Campus Strategy

We will hold individual meetings each semester to provide a personal connection with each staff member and a space of uninterrupted or unagenda time.

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:

Engage community partners in unique and novel ways such as: Coffee Talks, community service projects, Silver Ranger membership program, and partnerships with other organizational "Rangers" (Park Rangers, Texas Rangers, Army Rangers)

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:

Each month the campus will participate in a survey (thought exchange) to give voice to current initiatives and extra curricular events, The campus can discuss the why or create a solution.

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:

Faculty meetings are streamlined to help teachers, staff and students manage time directly to reduce time spent outside of work on work needs.



Schluter Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	2%	5%
African American	8%	12%
Hispanic Latino	22%	19%
White	65%	58%
At Risk	17%	29%
Special Education	10%	16%
Economically Disadvantaged	15%	16%
Emergent Bilingual	1%	5%

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:

Teachers will work collaboratively with their team and vertical teams to plan effective instruction to support student literacy growth goals.

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:

Teachers will align their practices on progress monitoring of student growth and utilize this system to support student-led goal setting conferences. (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:

Morning Meeting will be utilized daily in each classroom to support growth in students' communication needs and SEL skills and strategies.

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:

Through our campus mentoring program, district coaching support, and district New Teacher Academy, we will provide multiple sources of support and growth opportunities throughout the year for our staff members.

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:

Through intentionally planned PLC and professional development opportunities, the campus will monitor growth and track progress toward our campus instructional focus goals of alignment, calibration and collaboration. (Problem of Practice)

Priority 2.3: Retain

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

Campus Strategy:

Our campus Sunshine Committee, Instructional Leadership Team, and Mentor Coordinator will collaborate to identify areas in need of support within the culture of our campus.

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:

Through partnerships with PTA and our community, we will collaborate to develop events that are engaging to the members of our diverse community. We will ensure that communication is sent timely and routinely to notify our community of invitations to events.

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:

We will engage our families and community partners by increasing two-way communication regarding campus news, events, and volunteer opportunities.

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:

Through the implementation of our positive behavior framework, we will promote, support, and proactively provide direct instruction regarding how we collectively keep our building respectful, responsible, safe, and fun to be around.



Sendera Ranch Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	3%	4%
African American	11%	16%
Hispanic Latino	21%	22%
White	63%	53%
At Risk	33%	38%
Special Education	14%	18%
Economically Disadvantaged	22%	31%
Emergent Bilingual	4%	7%

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:

Intentionally plan for formative assessment to monitor student progress and guide instruction during the lesson cycle. (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:

Build learning communities that engage in authentic learning experiences, meet consistently to discuss evidence of student progress, celebrate successes, determine reteaching needs, and develop strategies for differentiation.

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:

Provide opportunities for students to engage with community leaders, learn about real-world opportunities, and practice applicable life skills.

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:

We reach out to various universities and leveraged social media to create a network pipeline through effective partnerships as well as sharing positive information regarding 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:

We are investing time and effort into creating a collective vision for high quality instruction through engagement in PLCs, peer observations, consistent feedback cycle, and planning/collaborating with our instructional coaches.

Priority 2.3: Retain

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

Campus Strategy:

Staff will engage in authentic learning experiences by observing each other and providing/receiving feedback on their practice, as well as participation in regular learning cycles in PLC and staff development meetings.

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:

We will increase our family and community engagement through intentional and frequent communication with families and the community through ParentSquare, volunteer opportunities, and welcoming in families for various campus and PTA sponsored events.

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:

We will continue to develop our house system to support a culture of belonging, provide staff and families quarterly surveys, and share weekly and monthly newsletters to staff and families.

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:

We will increase our WatchDOGS membership this year to increase safety and security, as well as provide a security guard on campus at all times. Our counselor will support students' emotional well-being through guidance lesson and small group supports.



Seven Hills Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	1%	1%
African American	2%	5%
Hispanic Latino	32%	32%
White	63%	60%
At Risk	35%	39%
Special Education	12%	17%
Economically Disadvantaged	52%	48%
Emergent Bilingual	16%	9%

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:

Small groups will be leveraged as a high yield instructional strategy to meet the individual needs of students. Literacy small groups will be planned for based on reading/writing skill deficit and current text/writing level. Campus structures for data collection and review to inform small groups will be implemented through PLCs and a data driven Case Manager system. Student goals and Lead Time work will align with the small group instructional focus in order to provide students with more time to secure literacy skills.

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:

The 4 Disciplines of Execution framework will be used to set academic goals at the campus and student level. We will regularly monitor progress based on growth and proficiency data. Progress toward goals will be monitored at both the instructional and individual student levels through accountability structures such as a Case Manager system and student data meetings. Progress towards goals will be communicated through campus scoreboards, student Leadership Notebooks, and quarterly parent data splash pages and quarterly goal setting sheets. (*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:

Students will be provided with opportunities within and beyond the school day to find their voice and develop academic and personal leadership skills through involvement in enrichment and extension activities. Habit Huddle will provide an intentional time for direct instruction and intentional practice with the LIM leadership competencies, campus core values and campus behavior support framework (Lead Self: Be Safe, Lead Others: Be Respectful, Lead the Pack: Be Responsible).

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:

We will recruit highly qualified teachers whose strengths and goals match the needs and beliefs of the campus, and we will provide comprehensive professional development and support structures to support their success. Structures include but are not limited to Win-Win Wednesday, Coaching and Feedback Cycles, Mentorships, and new hire specific professional learning.

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:

All staff will be provided opportunities to leverage their genius and develop themselves as leaders within the organization. Campus systems and structures that promote leadership development include Action Team membership, PLC facilitation, Win-Win Wednesday leaders, 7 Habits and 7 Minutes presenters, Book Club leaders, and professional development facilitators.

Priority 2.3: Retain

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

Campus Strategy:

We will provide opportunities for all staff to participate in job-embedded, tightly aligned professional learning to support high quality instruction and the campus instructional focus. A Learning Teams approach will be used to afford the opportunity for staff to engage and learn with and through others in vertically aligned groups. This structure will promote collaboration and the sharing of ideas across the campus and promote consistent implementation of instructional bottom lines and the campus instructional focus. A coaching and feedback cycle will be used to provide staff with personalized learning and instructional modeling, while also informing campus based professional learning/development needs.

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:

We will establish and maintain open lines of communication between the home and school in pursuit of student achievement goals. Individual student assessment reports will be shared with parents using a common campus template and timeline, strategies for learning and applying leadership skills aligned with the campus monthly focus will be offered in a variety of ways, and students will have the opportunity to share their progress and unique genius through Leadership Notebooks and student-led conferences.

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:

We will recognize personal and group successes for academic and leadership growth/achievement. Individual celebrations may include Howl at the Moon letters home, Culture Cultivator, Woot Woot Wednesdays, and Lighthouse Leader. Group celebrations may include WIG celebrations and Wolves Lead. A celebrations menu will be revised and implemented to offer voice and choice in how groups and individuals are recognized for achievements.

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:

We will develop and implement systems for Tier 1 behavior support aligned with our core values and leadership competencies (Lead Self: Be Safe, Lead Others: Be Respectful, Lead the Pack: Be Responsible).



Thompson Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	2%	3%
African American	16%	16%
Hispanic Latino	19%	28%
White	60%	46%
At Risk	24%	41%
Special Education	12%	19%
Economically Disadvantaged	28%	37%
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:

Focus planning, instruction, and student feedback as well as professional learning and teacher feedback around our JCT Big 3 - learning targets, progress monitoring, and goal setting. Instruction must be aligned in order for all students to make progress towards mastery of grade level TEKS. (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:

Monitor math and reading progress and build independent readers and efficient mathematicians. Provide specific feedback and monitor progress towards mastery for all students in order to meet students' individual needs and their individual goals. Student group data will be monitored through data-driven instructional 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:

Intentionally design school experiences that encourage students to grow as social-emotional learners who take ownership of their learning and their actions. Staff members will be aligned in their use of the T.R.A.I.L. Guide and implantation of the strategies learned through the Behavior Support Framework.

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:

We will provide intentional professional learning opportunities to our new staff to support their professional needs, aligning their learning with our Problem of Practice and our expectations for safe and positive classroom environments.

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:

Recognize and celebrate the contributions and accomplishments of staff including developing teachers through leadership opportunities, celebrating classroom impact, professional development participation, and appreciating their facilitation and support of student and staff wellness and SEL needs.

Priority 2.3: Retain

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

Campus Strategy:

Build collective efficacy on our staff through collaboration in weekly PLCs and with our instructional coaches where teachers examine content standards, student work/exemplars, monitor student progress, evaluate fidelity of implementation of curriculum, teacher expectations, and student application of learning in assessments. Grade levels will place increased emphasis on the connections between professional learning and classroom instruction and will continue to emphasize equitable instruction and meeting the needs of all student groups.

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:

Engage with families in their child's academic life and build partnerships to develop social-emotional skills in students with an emphasis on self-awareness and self-control. In this work, we will also embed our three core values - be safe, be respectful, and be responsible.

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:

Find creative ways to build partnerships with the community to promote student math, reading and writing literacy for all students, as well as enrichment opportunities, including things such as a Gardening Club, parenting classes, Watch D.O.G.S. program, student intern opportunities, mentors for students in need.

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:

Provide strategies for behavioral support for all students designed to support our three core values - be safe, be respectful, be responsible. Students with significant behavior concerns will be supported and monitored through Tier 2 and 3 support systems to increase positive actions and maximize instructional time for all students.



Lance Thompson Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2021 - 2022	2022 - 2023	2023-2024
Asian	4%	10%	12%
African American	3%	5%	4%
Hispanic Latino	20%	19%	19%
White	70%	60%	59%
At Risk	30%	31%	31%
Special Education	12%	15%	19%
Economically Disadvantaged	8%	7%	8%
Emergent Bilingual	0%	0%	10%

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: Target gaps in skills through small group teaching.

Action Steps:

- Close Student Learning Gaps
 - Teachers will target skills in small groups setting
 - Teachers will use data to develop lessons

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: Goal Setting

Action Steps:

- K-2 and 3-5 are designing common goal-setting folders to help students track their progress, own their learning, and celebrate success.
- Goal Setting check-ins
 - Evening events where students show their parents their goals

- Invite Parents to come to school, Zoom in, or call for students to show their parents their progress in the goals they are setting, reaching, and exceeding

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: We will have intentional events to showcase different colleges, careers, and military service.

Action Steps:

- College showcases during GenTx
- Career Day

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: Sharing our story

Action Steps:

- Using Social Media to positively showcase who we are as a campus and a staff.
 - Student work
 - Student presentations
 - Clubs
 - Special Events

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: Campus Theme: Be an Influencer

Action Steps:

- We are using a fun, engaging theme to show teachers the power their influence has on their students.
 - Back-to-School decorating and Welcome speech by Principal
 - Decorate the PD room to create a fun and positive environment that teachers can also use with their students.
 - Using this theme to showcase our student celebrations, teacher successes, and campus successes.
 - Connecting this theme to our PD throughout the year.

Priority 2.3: Retain

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

Campus Strategy: Growing in our Craft

1. Campus Coaching Cohort:

Action Steps:

- Developing a cohort to help grow teachers through peer feedback.
 - Teachers will learn how to "coach " their peers
 - walkthroughs
 - constructive feedback
 - teacher efficacy

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: Goal Setting Updates

Action Steps:

- Families and community members will be invited up to campus to hear students share their goals and the progress they are making on the goals.
- Parents will have the opportunity to ZOOM in if they are unable to attend in person.

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: Monthly PTA meetings

Action Steps:

- Meet with the PTA monthly (not the PTA board meeting)
 - Review monthly schedules
 - Look at feedback from families
 - Ensure we are aligned

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: Emergent Tree Framework:

Action Steps:

- update our current strategies to align with the district framework
- updating our matrix and introducing the language to our students through Morning Meetings