



# Adams Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2018 - 2019 | 2022 - 2023 |
|----------------------------|-------------|-------------|
| Asian                      | 5%          | 7%          |
| African American           | 14%         | 18%         |
| Hispanic Latino            | 25%         | 25%         |
| White                      | 53%         | 46%         |
| At Risk                    | 26%         | 31%         |
| Special Education          | 11%         | 13%         |
| Economically Disadvantaged | 20%         | 22%         |
| 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:**

Increase student performance by 5% in all content areas and student groups by way of an intentional emphasis on literacy and engagement practices to ensure students are showing growth of one or more years in academic progress.

### **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 focus by utilizing journals as window to the learning in the classroom in all content areas and practicing a myriad of goal setting/crushing strategies throughout the day of our students.

### **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:**

All 8th graders enroll in CCE, with implementation and participation in community programs and lessons that prepare them for future jobs and careers.

**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:**

Continue committee interviews that have campus representation for recommending candidates, participating in recruiting efforts, use social media as recruitment tool and sharing new hires and open positions on our campus, intentional planning for onboarding and new hire orientation with mentor support, welcome gifts/swag, and ongoing collaboration opportunities through department PLCs and grade level team connections.

**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:**

Continue to sustain and promote a strong campus mentorship program, promote district leadership pathways, provide campus based internship opportunities, and a variety of leadership and coordinating opportunities for campus level programs and initiatives.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Rejuvenate our Lion of the Month program/quarter, create a culture of strong connection, communication and collaboration through our Lion Leadership Team (dept. Chairs, team leaders, admin. , counselors), Dept. PLCs, and Grade Level Teams, increase our outreach to include families for socials events.

**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:** Use of a myriad of awards, incentives to cultivate a culture of fun and high engagement, Continue strong partnerships with PTSA and develop additional partners through PIE, host campus and community events and connection opportunities with promoting on socials and branding 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:**

Continue developing our campus pillars within the classrooms as norms and expectations for all, embrace district behavior frameworks in partnership, personalize as many as experiences as possible for celebrations of learning (PAW Day, Club Lion, Character Strong stickers), establish Parent University to create a sense of belonging and understanding of middle school culture.

**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:**

Promote student involvement and voice in school activities, clubs, and programs like StuCo, NJHS, PTSA, Leadworthy, Lion LINKS, continue communicating MTSS information, participate and engage in all student support services and initiatives.



**Let's go, Lions!**



# Chisholm Trail Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2018 - 2019 | 2022 - 2023 |
|----------------------------|-------------|-------------|
| Asian                      | 1%          | 1%          |
| African American           | 3%          | 8%          |
| Hispanic Latino            | 32%         | 37%         |
| White                      | 61%         | 50%         |
| At Risk                    | 49%         | 55%         |
| Special Education          | 14%         | 20%         |
| Economically Disadvantaged | 43%         | 51%         |
| Emergent Bilingual         | 11%         | 18%         |

**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:

Continuously monitor student progress using MAP and other assessment data. Staff will adjust instruction as needed and set specific goals for improvement while regularly assessing whether those goals are being met.

### 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:

Work together in professional learning communities (PLCs) to design equitable, engaging lessons, academic discussions, high-level questions, and rigorous student tasks so our Tier I instruction exceeds all expectations on a daily basis.

If we improve, with fidelity, the power of our professional learning communities... And if we improve, with fidelity, our own learning as an organization; through a variety of actions; such as, Teachers Teaching Teachers (T3) walkthroughs to foster a teacher growth mindset... And if we utilize the

following resources: Student goal setting protocols, Instructional Coaches, Instructional Framework, Workshop Model, ICLE rubric, MAP data protocols, AVID structures, Lead4Ward, etc...  
(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:**

Offer CCE classes to 8th grade students.

Students are engaged in an ongoing conversation about their future and they have the opportunity to explore possible career options along with the associated educational requirements. To help students transition to the next phase of their future, staff discuss a variety of resources including information about paying for college, workforce transition, and assessment preparation.

**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:**

Attend and recruit at Career/Job Fairs &  
Interview candidates as a committee (department heads and C&I)

**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:**

Maintain campus mentoring program for first year teachers and teachers new to the district.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Created campus culture committees to support THE WHOLE EMPLOYEE.  
Professional Learning Committee, Campus Morale Committee, Staff of the Month Committee, Sunshine Committee

### **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 Culture Committees have been created. Fall/Spring Open House, Parent Teacher Conference Night, Talent Show, Community Support, and the Social Media Committees are designed to foster collaborative dialogue and partnership opportunities with members of our community.

#### **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:**

Fall & Spring Administration/Counselor meetings with parents to solicit input/feedback to enhance a sense of belonging and community. We will also provide school-related information/topics.

#### **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:**

Throughout the school year, administration and counselors will host "Breakfast at The Trail" meetings with parents to discuss a variety of topics: Course Registration, NISD Academy Applications and Showcases, Illegal Substances (Deputy Pacheco), Stress Management, Social Media Influences, and other topics.



# Medlin Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2022 - 2023 | 2023-2024 |
|----------------------------|-------------|-----------|
| Asian                      | 8%          | 11%       |
| African American           | 5%          | 5%        |
| Hispanic Latino            | 19%         | 21%       |
| White                      | 65%         | 62%       |
| At Risk                    | 23%         | 20%       |
| Special Education          | 11%         | 13%       |
| Economically Disadvantaged | 12%         | 14%       |
| Emergent Bilingual         | 6%          | 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:**

Medlin Middle School will elevate the academic rigor and ensure task relevance by increasing the learning opportunities for students to think at higher levels. (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 provide academic goal-setting opportunities throughout the year in order to partner with students and families to work towards their success.

### **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 engage students in their course planning and ensure that they take the courses that challenge them while we support them to be successful in these courses.

**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:**

Medlin will engage staff through our professional development, PLC work, TTESS/Evaluation process, goal setting, and team building in order to retain and grow the best staff we can possibly have for 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:**

We will focus on the PLC work and develop the individual skills of each staff member through continued support and consistent feedback that pushes the learning to higher levels. In addition, we will empower our strong educators with opportunities to lead on campus.

**Priority 2.3: Retain**

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

**Campus Strategy:**

The campus professional development plan will be implemented by looking at data and understanding the needs of staff and students. The plan will be implemented with fidelity and it will focus on the growth of our staff through consistent behavior support from campus administration, so teachers can invest time in lesson planning and teaching.

**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:**

Medlin Middle School will continue to have multiple events that will engage our students, staff, and parents in order to engage and partner with our stakeholders. We will add more campus/community events this year to increase opportunities.



**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:**

Medlin Middle School will utilize our Team InteGRITy, Diversity Committee, Campus Improvement Committee, Character Council, and Leadworthy student groups to continue to support ALL students. We will seek input from staff, parents, and students to ensure we have the most positive campus culture 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:**

We will continue to support the “whole child” with a number of programs and/or supports provided throughout the year that include the calming room, small group counseling sessions, restorative practices, behavior supports, and campus wide programs that support students socially and emotionally. We will assist families in need and support staff as with campus and district systems that are currently in place to assist.



# Pike Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2018 - 2019 | 2022 - 2023 |
|----------------------------|-------------|-------------|
| Asian                      | 1%          | 4%          |
| African American           | 8%          | 10%         |
| Hispanic Latino            | 23%         | 26%         |
| White                      | 64%         | 57%         |
| At Risk                    | 30%         | 38%         |
| Special Education          | 13%         | 18%         |
| Economically Disadvantaged | 28%         | 29%         |
| Emergent Bilingual         | 5%          | 6%          |

**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:

Pike will implement a writing initiative that ensures every student has the opportunity to justify their thinking and show their understanding a minimum of three times a week in all courses. (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:

Through collaborative efforts, students and teachers will set goals and analyze progress toward goals to celebrate progress and growth using MAP, CBA and BM data.

### 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:

Every 8th grader at Pike will be enrolled in a CCR class to prepare their 4 year graduation plan.

**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:**

Pike admin will attend NISD Career fairs and other recruitment opportunities while supporting an ongoing positive campus culture of value for our current 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:**

Utilizing our curriculum coaches, new teacher coordinator and mentor program we will be able to offer specialized PD sessions to meet the needs of our staff. Pike admin will continue to support current staff by soliciting feedback and input on campus procedures and initiatives.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Pike admin will continue to send surveys, host individual meetings and check-ins, and campus staff activities to build positive campus relationships and culture.

**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:**

Pike will partner with PTA to create opportunities for families to partner with the school as well as maintain a positive and consistent social media presence to empower families with knowledge of our school and activities.

**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:**

Pike will host a monthly Coffee Talk with the Principal at the school and online to invite all stakeholders to be a part of our camzing campus community.

**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:**

Pike will partner with Watch dogs to increase supervision and provide positive adult role models as well as continue to utilize our counseling resources to support the social- emotional health of our students, staff and community.



# Tidwell Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2018 - 2019 | 2022 - 2023 |
|----------------------------|-------------|-------------|
| Asian                      | 6%          | 8%          |
| African American           | 9%          | 11%         |
| Hispanic Latino            | 21%         | 21%         |
| White                      | 61%         | 58%         |
| At Risk                    | 27%         | 30%         |
| Special Education          | 9%          | 12%         |
| Economically Disadvantaged | 16%         | 20%         |
| Emergent Bilingual         | 3%          | 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:**

**Implement a school-wide initiative to integrate writing into all content areas to enhance the content-literacy of our students.**

### **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 and staff will continuously monitor progress using MAP and other assessment data. Staff will adjust instruction as needed and set specific goals for improvement while regularly assessing whether those goals are being met. We will strengthen our communication with all stakeholders regarding MAP assessment 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:**

Increased awareness and preparedness for post graduation provided through CTE courses in conjunction with providing ongoing support and guidance as students navigate their post graduate path, while reinforcing positive behavior through Character Strong.

**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:**

**Tidwell will create and follow consistent and high quality interview procedures that draw master educators to our campus. We will also create and share with our community a supportive family culture that encourages growth and development of all educators.**

**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:**

**Tidwell will implement systems and resources of accountability for staff and students that will contribute to professional growth and development.**

**Priority 2.3: Retain**

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

**Campus Strategy:**

**We will create a culture of growth throughout our community that includes teachers and staff participating in continuous learning opportunities that also includes building capacity in teachers as leaders and creating opportunities for them to professional grow.**

**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:**

**Tidwell staff will build opportunities for parents, students and community members to engage in meaningful conversations, celebrate and showcase student learning, and use their strengths to leverage the growth of others. (Problem of Practice)**

**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:**

**Students and staff will routinely recognize fellow Titans for their individual contributions and celebrate collectively the successes of the community.**

**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:**

**Safety and security team members will meet routinely with goals to improve the physical safety of students and staff by developing and monitoring emergency management systems.**



# Worthington Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

| Inaugural Year 2023        | As of 9.7.2023 |
|----------------------------|----------------|
| Asian                      | 14%            |
| African American           | 19.7%          |
| Hispanic Latino            | 22.6%          |
| White                      | 41.5%          |
| At Risk                    | 42%            |
| Special Education          | 14.8%          |
| Economically Disadvantaged | 27%            |
| Emergent Bilingual         | 12.4%          |

**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:**

Teachers will build students' literacy skills through a culture of reading and increased opportunities for students to write in journals and annotate in classroom activities.

### **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:**

Utilize a system of supports (Tier 1 Assessment cycles, Tier 2 Advisory, Tier 3 Labs, 504, MTSS, and SPED cycles) to review student data and respond with intervention or celebrations for personalized academic goals with students at least every 3 weeks.

### **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:**



Utilize academic planning with counselors, 8th Grade College & Career teachers, and SPED transition counseling to plan for success in the years before high school graduation and beyond.

**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:**

CWMS administrators and staff will develop and support a positive campus culture for current staff and promote our campus culture in the community, at district-sponsored recruitment events, and on social media.

**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:**

CWMS leaders will solicit feedback and input on campus culture and processes as well as create cycles of learning and celebration on campus.

**Priority 2.3: Retain**

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

**Campus Strategy:**

CWMS leaders will connect staff with the variety of support systems within the district (curriculum coaches, department leads, grade level leads, new teacher mentors, PTSA) and beyond (Region 11, employee assistance programs, and teacher training programs).

**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:**

CWMS will respond to community needs and create and communicate opportunities for families to partner with the school via campus events, Parent/Teacher/Student Association activities, and the Watch D.O.G. program.

**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:**

Establish multiple avenues for staff, families and students to connect with the campus, including events and a variety of communication platforms. (Problem of Practice)

**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:**

CWMS will establish a campus Emergency Operations Plan as well as partner with Watch D.O.G.s to provide additional adult supervision and support on campus. Our counseling team will develop a cycle of education and support for students via our student advisory program and guidance support systems.



# 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.