



Byron Nelson High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	5%	7%
African American	8%	10%
Hispanic Latino	18%	20%
White	65%	60%
At Risk	20%	19%
Special Education	6%	8%
Economically Disadvantaged	12%	17%
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:

We are calibrating our writing instruction through targeted campus professional development from our Byron Literacy Team and with follow-up support in PLCs. (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:

Our leadership team will utilize the Early Warning System (EWS) report in 5 Labs to identify students that are not reaching their potential in the areas of attendance, discipline, and academics. The team will then develop an individualized plan to support the highest at-risk students identified.

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:

BNHS hosted a CTE Showcase as part of our back to school professional development. This gave our teachers the opportunity to see career and life readiness skills in unique programs, so they could make connections with their course.

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:

Byron Nelson High School continues to connect with our staff and community when new staff members are needed. We encourage our teachers to reach out to their friends in other districts when we have openings to encourage them to apply. We let department heads know early on in spring what staff we are looking for and they utilize various networks to recruit potential applicants.

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:

The Culture Committee was created last year to give more teacher voice to campus staff development, morale building, and empowerment of staff. They continue to meet this year to implement different ideas to meet staff needs. They are attending a training in December that is specific to culture.

Priority 2.3: Retain

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

Campus Strategy:

Every new teacher and new to NISD teacher was assigned a mentor or buddy to assist them throughout the school year. Our mentor coordinator communicates with the mentors and buddies weekly, and in addition she was not assigned an advisory to give her more time during the day to meet with mentors and mentees as needed.

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 work alongside our PTSA in partnerships with our peer tutoring program (Blastoff), scholarship funds, and at-risk student needs.

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 utilize our BNHS Parent Facebook page, Instagram, Twitter, and Parent Square to communicate with all stakeholders. In addition, we will continue to offer face-to-face events such as Bobcat Camp Parent Meeting, Byron Showcase (November), and parent conferences to offer ways to connect.

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 offer multiple ways for students to connect with assistant principals, counselors, and intervention support if they have a need or suspect a need for a peer. There are QR codes posted in all classrooms and throughout the building for students to request support. In addition, our SROs have posters and do segments on BNTV regarding various safety and security topics that are relevant to students.



Eaton High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023
Asian	4%	6%
African American	11%	15%
Hispanic Latino	20%	26%
White	62%	49%
At Risk	30%	33%
Special Education	9%	11%
Economically Disadvantaged	19%	25%
Emergent Bilingual	2%	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 build students' literacy skills by providing increased opportunities for students to make learning visible through more planned writing and discussion activities. Eaton will increase professional development and modeling of literacy strategies for teachers to incorporate into daily 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:

Continue to develop our Freshmen Focus transition program to increase the number of students on cohort at the end of their 9th grade year.

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:

Increase and retain students engaged in advanced academics through our work with NMSI.

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:

Eaton implemented a new plan for onboarding new staff to EHS. We will continue to welcome new staff through our mentor program, Tuesday's with Tracie, and mini-Zoom lessons.

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:

Develop individualized support through T-Tess, including new goal setting checklist, individualized book study for each teacher, and regular check-ins.

Priority 2.3: Retain

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

Campus Strategy:

Eaton will show staff that we value their time through individualized PD sessions, including optional Zooms for campus processes and learning.

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:

Develop a consistent Facebook presence and interaction with our community groups.

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:

Develop volunteer opportunities to utilize more community members on campus.

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:

Increase student involvement in individual and group supports led by our intervention counselor.



Northwest High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2023 - 2024
Asian	2%	3%
African American	8%	13%
Hispanic Latino	26%	31%
White	62%	51%
At Risk	27%	40%
Special Education	8%	12%
Economically Disadvantaged	26%	38%
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:

Emphasize reading and writing strategies from WICOR in campus professional development, and ensure WICOR reading and writing strategies are look-fors in campus walkthroughs.

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:

Hire part-time, certified math teachers to offer lunch period tutorials as additional support for students struggling in math courses.

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:

Streamline systems and processes to support senior applications for and reporting of scholarship offers.

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:

Increase campus social media outreach by adding Northwest High School Instagram account.

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:

Develop a comprehensive professional learning plan that is targeted and differentiated for every staff member. (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:

Engage staff in teacher-led campus committees for collaborative decision-making in varied areas.

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 and community member engagement by hosting at least one parent engagement event at the school each semester.

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:

Work with Biggest Fan Consulting to create and sustain an organized student section that grows school spirit and includes every Texan student and staff member.

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 NHS Behavior Support Team will establish a campus-wide behavior framework to teach and reinforce positive student and staff behaviors and interactions.



Special Programs Center

CAMPUS IMPROVEMENT PLAN SUMMARY

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:

Staff will meet consistently in PLCs to plan for and discuss best practices as it pertains to our commitment to follow the district scope and sequence while reinforcing our literacy 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:

Create a rubric for our campus to use to assess academic goals of each student.

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 promote CCMR throughout CTE and counseling classes. In most cases, students are able to remain in their CTE courses while at DAEP and work toward industry certifications. Students will work with our at risk counselor on college and life readiness, through individualized meetings and group meetings.

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 be more intentional about promoting the mission of our campus at career fairs, guest educator orientation, and through our website.

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 provide continuous training/support on both Restorative Practices and our Behavior Framework this school year. Restorative Practices will be built into our Behavior Framework.

Priority 2.3: Retain

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

Campus Strategy:

We will promote and support staff who demonstrate leadership capacity in a manner conducive with our district's leadership pathway. We will continue to encourage teamwork, relationship building, and appreciation, through an open door policy for administration, faculty meetings, PLC meetings, and our weekly shout outs.

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 develop opportunities for parent education classes to better support the needs of them and their students that we serve.

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 have morning circles in all classrooms every day. This will give each student and staff member the opportunity to be heard and 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:

We will continue our training on restorative practices throughout the year with the support of Region XI service center. (Problem of Practice)



Steele Early College High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2018 - 2019	2022 - 2023	2023 - 2024
Asian	3%	6%	8%
African American	7%	12%	14%
Hispanic Latino	22%	23%	27%
White	66%	56%	48%
At Risk	18%	23%	23%
Special Education	16%	7%	7%
Economically Disadvantaged	17%	25%	27%
Emergent Bilingual	1%	2%	3%

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 content area literacy and academic interventions to improve on student success and STAAR EOC mastery rates for all students. STAAR EOC interventions before the December testing dates and Spring testing dates. Intervention program to support students before taking STAAR EOC exams.

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:

Freshmen Initiative - Ensure that all 9th grade students develop ECHS academic skills and have supports to find success in the Early College High School model. Each three weeks we will monitor Freshmen grades and intervene early when students are needing additional support. We will work to increase Freshmen leadership opportunities and involvement on campus.

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 working to be TSIA complete in English and Math. 80% of freshmen working to be TSIA English complete. Work to have have 70% or higher of Seniors TSIA complete. 85% of Sophomores TSIA English complete for dual credit English their Junior year.

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:

Weekly staff PLC time focused on campus communication, student progress, and teacher feedback.

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:

Collaborative and schoolwide leadership focused on the schoolwide decision making process. Campus staff "Leadership Team" focused on the implementation of Early College High School, schoolwide decision making, and teacher voice.

Priority 2.3: Retain

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

Campus Strategy:

Middle of the school year staff survey to gather feedback and staff voice for the spring semester. Focus of the survey is climate, culture, decision-making, leadership, and staff voice.

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:

The implementation and continued progress of working towards Steele becoming a designated Early College High School. Early College High School Committee focused on implementation, progress,

community, recruitment, professional development, OBMs, accountability, communication, and the ECHS rubric.

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:

Campus committee (students and staff) focused on a positive climate and culture on campus that supports all 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:

Steele ECHS will continue its progress and growth with our SEL program to support students and staff. Student Council will focus on creating a positive and supportive environment to meet student mental health needs. Grade level advisory sessions will work to build a supportive and positive environment, along with, Counseling lessons, Advisory lessons, Power Hour, Fun Day Friday, and A-1 programs to support a culture that supports student well-being.