



CAMPUS IMPROVEMENT PLANS

September 23, 2024

Core Beliefs

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



Vision

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

Mission

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



Strategic Goals

1. Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.
2. Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.
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 Objectives

PreK-12 Grade Literacy

Academic Progress

College, Career, Military and Life Readiness

Recruit, Value, and Retain Staff

Engagement

Culture

Safety



Strategic Planning Flowchart



Campus Improvement Plans

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



Basic Requirements

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

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



Comprehensive Needs Assessment

Includes:

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



Needs Assessment

Demographic Section:

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

Student Learning Section:

2024 EOY mClass	K	1	2	3	4	5
% On/Above Reading Level	%	%	%	%	%	%
% Met Growth Projection	%	%	%	%	%	%

STAAR Data	2023 3rd Grade Reading	2024 3rd Grade Reading	2023 4 th Grade Reading	2024 4 th Grade Reading	2023 5th Grade Reading	2024 5th Grade Reading
% Approaches and higher	%	%	%	%	%	%

Grade Level & Test	2023 3rd Grade Math	2024 3rd Grade Math	2023 4 th Grade Math	2024 4 th Grade Math	2023 5th Grade Math	2024 5th Grade Math
% Approaches and higher	%	%	%	%	%	%



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

Problem Statement(s)

- Problem Statement** : Students need personalized growth goals that will help fill their educational gaps and support their ability to meet their expected growth level.
- Root Cause** : We have students with various gaps and instructional needs from reteaching to extensions.



CIP Requirements

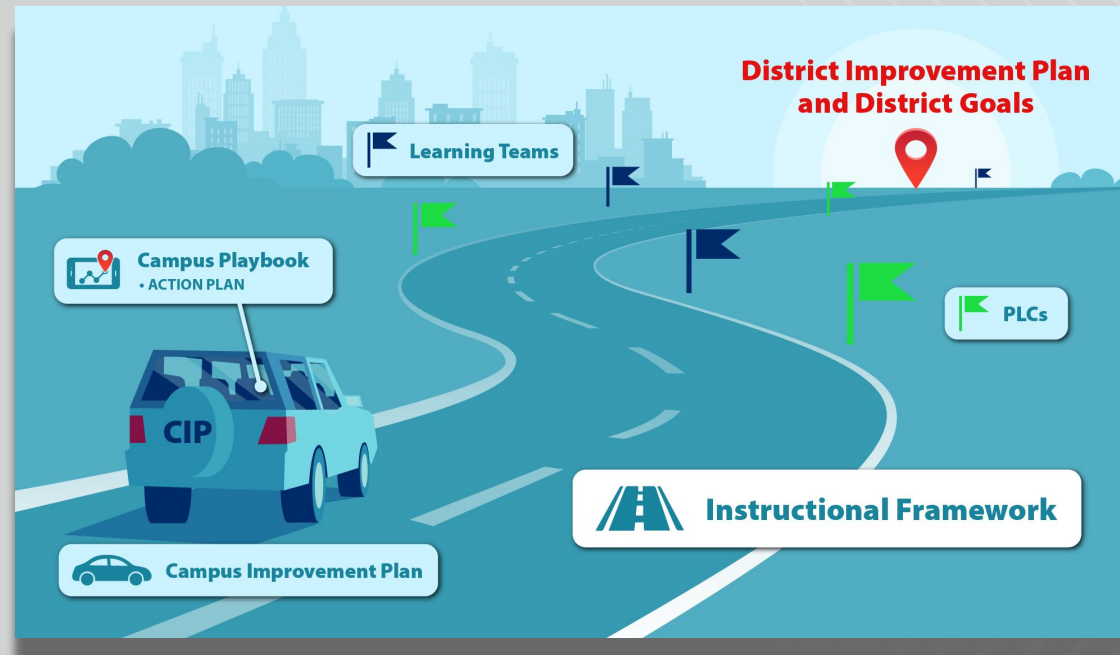
Includes:

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



Campus Goals

Each campus identifies campus goals that are aligned to district priority goals. Each goal includes specifics on progress monitoring as well as an action plan for achieving the goal(s).

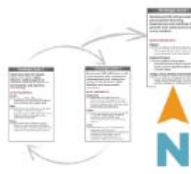


2024-2025 Campus Playbook

Measurable Goals and Progress Monitoring

Based on the State of our School, what measurable goals will we establish and how will we monitor our progress throughout the year to keep us moving towards our True North?

An Example of Goals and Progress Monitoring can be found [here](#).

	Measurable goals for Each Strategic Goal <i>Include a goal for each bold item below. Indicate your % or # increase. Additional goals can be set if desired.</i>	How and when we will monitor and track our progress throughout the year <i>Include teacher progress monitoring expectations in Literacy, Math & CCR.</i>
Strategic Goal 1	<ul style="list-style-type: none"> Literacy: 80 percent of students will be reading on grade level or will have made a year's growth in reading. 	<ul style="list-style-type: none"> Reading level assessment at BOY, MOY, EOY at all grade levels. Grade level tracking and progress monitoring in PLC. Literacy Update & Student Support Meetings quarterly. Team "spot check" meetings between the quarterly ones. Digital tracking sheet for collaboration. PK will monitor letter ID & letter sound quarterly to assess progress. Team support/PLC for flex grouping and supporting teammates in groups/skills. Coaching support for small groups/skills groups.
	<ul style="list-style-type: none"> Math: Increase the percentage of students performing at Meets or higher by 10%. 	<ul style="list-style-type: none"> Quarterly assessments using the Lead4ward IQ Analysis with released items. Utilize math "do nows" to target lower performing TEKS. PLC to discuss and implement. Grade level tracking and progress monitoring in PLC. Progress Update & Student Support Meetings quarterly. Team "spot check" meetings between the quarterly ones. Digital tracking sheet for collaboration. Team support/PLC for flex grouping and supporting teammates in groups/skills.
	<ul style="list-style-type: none"> College & Career Readiness: (MS/HS) 	

2024-2025 Campus Playbook

	<ul style="list-style-type: none"> Learning Targets: 100 percent of classrooms will utilize Learning Targets throughout each lesson to help students own their learning. 	<ul style="list-style-type: none"> Data from walkthroughs and Learning Teams. PLC and PD conversations and refinement. Tweaking and providing student friendly language. Goal of having students explain "what they are learning". - What is the end goal?
Strategic Goal 2 <i>*Note: Our 'Culture Code' outlined on page 1 will also support Strategic Goal 2</i>	<ul style="list-style-type: none"> PLCs: 100% of our ILT teammates will contribute to discussions supporting planning, alignment, and depth of conversations in PLC. Teammates will align, share agendas, and contribute to growth in leading PLCs. (Other if needed) 	<ul style="list-style-type: none"> Monthly ILT targeted discussions to share ideas, resources, and team progress. Monthly communication looking toward planning for future topics for PLC. Working on implementing Protocols to support targeted conversations in PLC. SRI/CLEE Protocols All teams will have PLC agendas linked to the Hub for access to teammates.
Strategic Goal 3 <i>*Note: Our 'Culture Code' outlined on page 1 will also support Strategic Goal 3</i>	<ul style="list-style-type: none"> Behavior Support Framework: As a campus, 100% of classrooms will implement Brag Boards, Reach and Responds, and have the Be Rules posted. 	<ul style="list-style-type: none"> Provide resources - Brag boards, scenario cards, Reach and Responds Have clear expectations for each resource Provide staff development Campus location for displaying completion certificates, and will be recognized by the Brag Flag at Friday Assemblies. Our teachers will have a classroom place to show completed Brag Boards. Support staff have aligned coupons for a brag to send back to a student's classroom that they've earned in the specialist's room. Each class will have a brag flag to decorate and bring to Friday assemblies. Each classroom will have a location to mark & celebrate completed Brag Boards.
	<ul style="list-style-type: none"> We will reduce bullying investigations, threat assessments, and Title IX investigations by 10%. 	<ul style="list-style-type: none"> Educate parents and students about the definition of bullying, as opposed to conflict/unkind behavior. Teach students communication skills and replacement behaviors for when disagreements happen. Empower students to resolve conflict with peers. SEL Committee formed to align morning meeting, add additional resources for check-ins and student behavior skill support.

Needs Assessment

District Priority Goals

Campus Goals

Performance Objectives

Strategies





Northwest High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022-2023	2023 - 2024
Asian	3%	3%
African American	10%	13%
Hispanic Latino	29%	31%
White	55%	49%
At Risk	38%	41%
Special Education	12%	13%
Economically Disadvantaged	36%	38%
Emergent Bilingual	9%	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:

English teachers will utilize QuickWrite, reflections, journal entries, and exit tickets to help students gain additional writing practice daily.

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:

Math teachers will work with students to ensure awareness of their current leading indicators related to Approaches/Meets on Algebra 1 EOCs.

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:

NHS will support students with preparation for TSIA and SAT.

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 to expand branding efforts at the Flagship through use of social media images, themed attire for staff, promotional items bearing our official logo, and campus beautification.

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:

Emphasize Communication and Goal Focus by ensuring our goals are communicated and visible to all stakeholders in all written materials, meeting agendas, and other communication efforts.

Priority 2.3: Retain

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

Campus Strategy:

Utilize State of the School process to help every staff member see and celebrate the importance of his or her contribution to the goals of the Flagship. (Part of the Ship, Part of the Crew!)

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:

Redesign campus-wide teacher/classroom intervention and communication directly with families regarding student punctuality to class, attendance, and departures from class.

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:

Unify school spirit teams and efforts to design ways to include new students and disadvantaged students in school spirit activities (including dress-up days, pep rallies, and student section attendance).

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:

Train teachers in student behavioral skill-building strategies and develop visible expectations and common language to provide campus-wide consistency in behavioral expectations and classroom norms.



Goals/Performance Objectives/ Strategies

Goals

Revised/Approved: September 18, 2024

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

Performance Objective 1: Literacy

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

Strategy 1 Details	Reviews			
Strategy 1: Teachers in grades K-3 will monitor students' text level progress using running records, monthly assessment forms, and mClass. Strategy's Expected Result/Impact: 100% of students will make a year's growth in reading based on running records, mClass, and MAP growth. Staff Responsible for Monitoring: Campus teachers and admin. Problem Statements: Student Learning 2	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Writing across the curriculum will be implemented to ensure students write every day in a way that allows them to explain and justify their thinking as part of their learning and students will be taught to provide peer feedback as well as self-reflection on their own progress. Strategy's Expected Result/Impact: Student achievement and growth will increase with the additional emphasis on writing across contents to explain and justify their thinking. This will be measured through student journals as well as EOY MAP and STAAR scores. Staff Responsible for Monitoring: Campus Administration, ILT Members Problem Statements: Demographics 2 - Student Learning 1, 2 - School Processes & Programs 2	Formative			Summative
	Nov	Jan	Mar	May



Formative Assessment Checks

Goals

Revised/Approved: September 18, 2024

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2024-2025

Campus Improvement Plans

Questions?

