

Spring Branch Independent School District

Northbrook High School

2024-2025



Mission Statement

Northbrook High School is dedicated to equitable instruction that empowers every learner to succeed.

Vision

Northbrook High School will cultivate a community dedicated to literacy in pursuit of success by engaging in data-driven growth, student-centered instruction, and an inclusive campus culture.

Core Values

Every Child: We put students at the heart of everything we do.

Collective Greatness: We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit: We believe in each other and find joy in our work.

Limitless Curiosity: We never stop learning and growing.

Moral Compass: We are guided by strong character, ethics and integrity.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Northbrook High School serves students in grades 9-12 within the Spring Branch Independent School District (SBISD).

Enrollment trends showed a decrease of 12 students from the 2022–2023 school year to the 2023–2024 school year.

Enrollment Trends:

2023-2024: Enrollment – 2,598

2022-2023: Enrollment – 2,610

2021-2022: Enrollment – 2,622

Source: PEIMS OnDataSuite Fall Dashboard

The demographic profile of the students at Northbrook High School has remained relatively consistent during the past three years. The majority of the students are Hispanic, followed by African American. About 90.6% of the students are considered economically disadvantaged during the 2023-2024 school year. During the 2023-2024 school year, 58.6% of the students were identified as Emergent Bilingual/English Learner (EB/EL); 79.6% At-Risk; 8.9% Immigrant; 0.8% Homeless; 11.8% of students were identified for special education services; and 2.2% were identified for gifted and talented services.

Demographic Trends: Race/Ethnicity

2023-2024: African American – 107 (4.1%)

2022-2023: African American – 120 (4.6%)

2021-2022: African American – 103 (3.9%)

2023-2024: American Indian-Alaskan Native – *

2022-2023: American Indian-Alaskan Native – 8 (0.3%)

2021-2022: American Indian-Alaskan Native – 7 (0.3%)

2023-2024: Asian – 23 (0.9%)

2022-2023: Asian – 28 (1.1%)

2021-2022: Asian – 27 (1.0%)

2023-2024: Hispanic – 2,390 (92.0%)

2022-2023: Hispanic – 2,364 (90.6%)

2021-2022: Hispanic – 2,397 (91.4%)

2023-2024: Native Hawaiian-Pacific Islander – *

2022-2023: Native Hawaiian-Pacific Islander – *

2021-2022: Native Hawaiian-Pacific Islander – *

2023-2024: White – 56 (2.2%)

2022-2023: White – 64 (2.5%)

2021-2022: White – 69 (2.6%)

2023-2024: Two-or-more – 17 (0.7%)

2022-2023: Two-or-more – 25 (1.0%)

2021-2022: Two-or-more – 18 (0.7%)

Source: PEIMS OnDataSuite Fall Dashboard

**Fewer than five students not shown*

Additional Student Information:

2023-2024: At-Risk – 2,067 (79.6%)

2022-2023: At-Risk – 2,104 (80.6%)

2021-2022: At-Risk – 2,135 (81.4%)

2023-2024: Economically Disadvantaged – 2,354 (90.6%)

2022-2023: Economically Disadvantaged – 2,210 (84.7%)

2021-2022: Economically Disadvantaged – 2,105 (80.3%)

2023-2024: Emergent Bilingual/English Learner – 1,523 (58.6%)

2022-2023: Emergent Bilingual/English Learner – 1,421 (54.4%)

2021-2022: Emergent Bilingual/English Learner – 1,282 (48.9%)

2023-2024: Gifted and Talented – 58 (2.2%)

2022-2023: Gifted and Talented – 77 (3.0%)

2021-2022: Gifted and Talented – 84 (3.2%)

2023-2024: Homeless – 20 (0.8%)

2022-2023: Homeless – 48 (1.8%)

2021-2022: Homeless – 37 (1.4%)

2023-2024: Immigrant – 231 (8.9%)

2022-2023: Immigrant – 200 (7.7%)

2021-2022: Immigrant – 244 (9.3%)

2023-2024: Migrant – 0 (0.0%)

2022-2023: Migrant – 0 (0.0%)

2021-2022: Migrant – 0 (0.0%)

2023-2024: Special Education – 307 (11.8%)

2022-2023: Special Education – 301 (11.5%)

2021-2022: Special Education – 282 (10.8%)

Source: PEIMS OnDataSuite Fall Dashboard

*Fewer than five students not shown

Attendance Rates:

2021-2022: 87.2%

2020-2021: 91.8%

2019-2020: 96.0%

Source: Texas Academic Performance Report (TAPR)

Chronic Absenteeism:

2021-2022: 42.7%

2020-2021: 29.0%

2019-2020: 17.3%

Source: Texas Academic Performance Report (TAPR)

Demographics Strengths

Northbrook High School's student population and demographics have remained consistent over the years. The consistency has aided the campus in refining our systems, routines, and strategies to meet the unique needs of our learners. Our student population consists of resilient, goal-driven students who are striving to unlock their potential as they prepare for their post-secondary lives.

Problem Statements Identifying Demographics Needs

Problem Statement 1: While the percentage of students who attend school on a regular basis increased last year, attendance continues to be a priority for our campus. **Root Cause:** A detailed attendance plan with specific prevention and intervention strategies needs to be strengthened and implemented with fidelity and communicated to the school community.

Problem Statement 2: Given our student populations, our students need support increasing their language proficiency levels in all language domains to exit the EB program. **Root Cause:** Intentional practices for building language proficiency in all four domains have not been implemented with fidelity in all classrooms.

Student Achievement

Student Achievement Summary

Northbrook High School implements a rigorous curriculum that is aligned to state standards and continuously revised to produce and prepare all students towards T-2-4 district goals. Students will master rigorous academic standards to ensure college and career readiness. We believe campus administrators and teachers are members of the campus' Professional Learning Committees (PLC). PLC in SBISD is an ongoing collaborative team process used to establish a school-wide culture that develops teacher leadership explicitly focused on building and sustaining school improvement efforts.

A top priority in SBISD is literacy. Students receive the opportunity and skill set to experience meaningful literacy experiences that are rigorous and engaging. With their peers, students in SBISD listen, speak, read and write through the content areas with a commitment that they will become lifelong readers and writers. SBISD is driven by standards, focused on strategies, differentiated, and guided by student data. Numeracy is also a top priority in SBISD. Our goal is to provide academic experiences that build confident and creative mathematical thinkers. Students identified for special education (SPED) services or as Emergent Bilingual/English Learner (EB/EL) are also a district focus.

Below is a summary of the End of Course (EOC) STAAR Redesign passing rates for 2023 (Baseline Year):

EOC English I - 59% Approaches; 32% Meets; 5% Masters
EOC English II - 57% Approaches; 32% Meets; 1% Masters
EOC Algebra I - 75% Approaches; 31% Meets; 12% Masters
EOC Biology - 84% Approaches; 38% Meets; 9% Masters
EOC U.S. History - 93% Approaches; 57% Meets; 25% Masters

SPED All Grades All Subjects - 49% Approaches; 17% Meets; 4% Masters
EB/EL All Grades All Subjects - 66% Approaches; 28% Meets; 5% Masters
Source: 2022-2023 Texas Academic Performance Report (TAPR)

Average SAT Scores:

2022: Evidence-Based Reading and Writing (EBRW) – 448
2021: Evidence-Based Reading and Writing (EBRW) – 450
2020: Evidence-Based Reading and Writing (EBRW) – 455

2022: Mathematics – 456
2021: Mathematics – 457
2020: Mathematics – 459

Source: 2021-2022 Texas Academic Performance Report (TAPR)

4-Year Graduation Rate:

Class of 2022: 78.6%
Class of 2021: 83.4%
Class of 2020: 83.7%

Source: Texas Academic Performance Report (TAPR)

Career College Military Readiness (CCMR):

Northbrook High School
Generated by Plan4Learning.com

Class of 2022: 36%

Class of 2021: 40%

Class of 2020: 44%

Source: Texas Academic Performance Report (TAPR)

Student Achievement Strengths

Northbrook High School continues to employ dedicated teachers who are committed to positive outcomes for Every Child.

Based on preliminary EOC results, we are proud of the positive progress we are making in all content areas.

- We saw increases in English I Meets and Masters level performance.
- There were gains in Approaches, Meets, and Masters level performance in English II.
- The Masters level performance remained steady for in Algebra I and Biology.
- US History performance remained higher than 90%.

With respect to TELPAS performance, we saw the following gains:

- 195 students improved one composite level, 6 students improved 2 composite levels, and 1 student improved 3 composite levels.
- Six times more students reclassified when compared to the previous year.
- The Advanced High overall composite increased by 6%.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Our students' performance on EOC, TELPAS, and college-readiness exams continue to lag behind the district. **Root Cause:** An intentional plan for supporting all teachers with implementing the PLC Process continues to be needed to strengthen initial instruction and to activate data-driven interventions and enrichments after assessments in all content areas (EOC and Non-EOC content areas).

Problem Statement 2: Given the preliminary data, more training and support are needed in differentiation strategies. **Root Cause:** Differentiation strategies are not being consistently implemented in all classrooms to meet the unique needs of Every Child.

Staff Recruitment and Retention

Staff Recruitment and Retention Summary

The Talent strategy is to recruit and retain the best employees at **Northbrook High School** to support students. For employees and support personnel, this includes recruitment processes and hiring practices to develop and retain staff to meet the unique needs of each department and/or campus. Increased creativity and flexibility in our staffing, compensation, and benefit plans will help SBISD attract and retain qualified individuals. In order to meet our strategic goals, attract and retain the best talent, we focus our efforts on the following key areas:

- Recruitment and Retention of instructional, non-instructional, paraprofessional, and auxiliary staff
- Onboarding processes
- Staffing and Performance Management
- Competitive Compensation and Benefits
- Benefits Training opportunities

Teacher by years of experience:

2023-2024: Beginning – 12.9 FTE (10.2%)

2022-2023: Beginning – 6.9 FTE (5.2%)

2021-2022: Beginning – 8.0 FTE (5.8%)

2023-2024: 1-5 Years – 34.5 FTE (27.2%)

2022-2023: 1-5 Years – 35.7 FTE (26.7%)

2021-2022: 1-5 Years – 41.2 FTE (29.9%)

2023-2024: 6-10 Years – 32.4 FTE (25.6%)

2022-2023: 6-10 Years – 34.9 FTE (26.1%)

2021-2022: 6-10 Years – 29.5 FTE (21.4%)

2023-2024: 11-20 Years – 23.9 FTE (18.9%)

2022-2023: 11-20 Years – 31.5 FTE (23.5%)

2021-2022: 11-20 Years – 34.1 FTE (24.7%)

2023-2024: Over 20 Years – 22.9 FTE (18.1%)

2022-2023: Over 20 Years – 24.9 FTE (18.6%)

2021-2022: Over 20 Years – 25.2 FTE (18.3%)

2023-2024: Total – 126.7 FTE (100%)

2022-2023: Total – 133.9 FTE (100%)

2021-2022: Total – 137.9 FTE (100%)

Source: PEIMS OnDataSuite, Fall Core Teacher Summary Report

Staff Recruitment and Retention Strengths

To support staff recruitment and retention, there has been more intention with providing opportunities for involvement and effective communication.

The following strengths have been identified for our campus:

- Staff is celebrated and recognized weekly in the Weekly Sneak Peek.
- Staff is regularly informed of events and campus expectations via the Weekly Sneak Peek.
- Staff is involved in the hiring process.
- Staff is provided with feedback to reinforce or refine their practices.
- Our teachers are supported by Multi-Classroom Leaders (MCLs) in all core content areas and an MCL supports our Emergent Bilingual program.

Problem Statements Identifying Staff Recruitment and Retention Needs

Problem Statement 1: All teachers do not benefit from the professional development new teachers are offered. **Root Cause:** There is no plan for how veteran and/or teachers in need of refinement are supported.

Problem Statement 2: There is an increase in teachers with 0-5 years of experience. **Root Cause:** More teachers are retiring or securing employment outside of education.

Family and Community Engagement

Family and Community Engagement Summary

FAMILY ENGAGEMENT

Northbrook High School provides a sustained and strategic focus on educating, engaging and empowering families that are aligned with the SBISD Family E3 framework, focusing on building the capacity of families and staff to work together for student academic success. The Share a Smile Customer Service commitments are embedded into the Family E3 expectations, emphasizing the importance of customer service at our campus. The campus Translation and Interpretation Procedure asserts our commitment to provide families with information they can understand. Families are invited to attend campus and district events. The Family E3 team conducts an annual needs assessment with our campus to determine family engagement strengths and areas of support.

COMMUNITY ENGAGEMENT

Northbrook High School works closely with the SBISD Community Engagement Division to support meaningful, strategic two-way engagement of families, community members, partners, and volunteers. The district traditionally has a large and very committed network of partners and **12,000+** volunteers. During the summer, the Community Engagement team conducts a needs assessment with our campus to determine community engagement strengths and areas of support. We welcome and value volunteers who serve on our campus as mentors and tutors to support student success.

Family and Community Engagement Strengths

Northbrook High School has identified the following strengths in family and community engagement:

- We have increased our family and community engagement organizations to now include - PTA, Athletic Booster, Bandoleras Booster, and Band Booster Clubs.
- More families are attending our campus-sponsored events, such as, Celebration in the Circle, Dinner and Data, Junior Night, Report Card Distribution, Open House, etc.
- We have opened the Raider Care Center which layers more supports for students' mental health and well-being.

Problem Statements Identifying Family and Community Engagement Needs

Problem Statement 1: The community at large has a limited perception of the positive things happening at Northbrook High School. **Root Cause:** There is no clearly outlined and communicated plan for how the community can support our campus and learn more about the campus culture and student accomplishments.

Problem Statement 2: The number of parents who volunteer and participate in campus organizations and events is limited to the same subset of parents. **Root Cause:** A communication plan is needed to broadcast how parents can become more involved on the campus and in different organizations.

Goals

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT: By June 2025, Northbrook High School will increase student performance on STAAR Redesign end-of course exams in reading and math by at least 5 percentage points in approaches, 5 percentage points in meets, and 5 percentage points in masters.

2023-24: Reading: 58% (approaches), 36% (meets), 5% (masters); Math: 79% (approaches), 34% (meets), 12% (masters)

2022-23: Reading: 58% (approaches), 32% (meets), 3% (masters); Math: 77% (approaches), 32% (meets), 11% (masters) Baseline Year

Evaluation Data Sources: 2023 Texas Academic Performance Report and 2024 Texas Education Agency Data Tables

Strategy 1 Details

Strategy 1: Continue to execute the PLC Process with fidelity in all core content areas.

Strategy's Expected Result/Impact: Increased student achievement in all content areas as measured by STAAR EOC in each performance level.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Use the instructional playbook coupled with Lead4Ward resources to deepen understanding of TEKS, instructional implications, and possible misconceptions.

Strategy's Expected Result/Impact: Increased student achievement in all content areas as measured by STAAR EOC in each performance level.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 3 Details

Strategy 3: Purchase instructional resources, supplies, and technology to supplement curriculum, assessment, and instruction implementation in all content areas and programs.

Strategy's Expected Result/Impact: Increased student achievement in all content areas as measured by STAAR EOC in each performance level.

Staff Responsible for Monitoring: Instructional Leadership Team
Department Chairs

ESF Levers:

Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Funding Sources: Department Instructional Resources and Supplies - 199 PIC 11 - Instructional Services - \$10,831, Instructional Resources - 199 PIC 24 - At Risk - \$40,500, Reading Materials - 199 PIC 24 - At Risk - \$12,000, Technology Equipment and Software - 199 PIC 24 - At Risk - \$20,000, Supplies and Materials - 199 PIC 11 - Instructional Services - \$28,000, Library Books & Magazines - 199 PIC 99 - Undistributed - \$3,000, Library Books - 199 PIC 24 - At Risk - \$10,000, Administrative Materials & Resources - 199 PIC 99 - Undistributed - \$59,300

Strategy 4 Details

Strategy 4: Research, create, and facilitate professional learning opportunities focused on instructional differentiation practices.

Strategy's Expected Result/Impact: Increased student achievement in all content areas as measured by STAAR EOC in each performance level.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Funding Sources: Professional Learning Opportunities & Supplemental Resources (Teachers) - 199 PIC 24 - At Risk - \$24,769, Substitutes - 199 PIC 24 - At Risk - \$4,000, Professional Learning Opportunities (Counselors) - 199 PIC 24 - At Risk - \$15,500, Substitutes - 199 PIC 11 - Instructional Services - \$25,000, Professional Learning Opportunities (Administration) - 199 PIC 99 - Undistributed - \$1,500, SpEd Materials & Resources - 199 PIC 23 - Special Education - \$2,860

Strategy 5 Details

Strategy 5: Use historical student achievement data to strategically schedule students into advisory classes.

Strategy's Expected Result/Impact: Increased student achievement in all content areas as measured by STAAR EOC in each performance level.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: STUDENT GROWTH: Northbrook High School will increase the percentage of students demonstrating STAAR Redesign academic growth in reading and math by 5 percentage points or \geq to 85%.

2023-24: School Progress-Annual Growth /Accelerated Learning: 58%/16% (Reading); 68%/49% (Math)

2022-23: School Progress-Annual Growth /Accelerated Learning: 60%/26% (Reading); 75%/57% (Math) Baseline Year

Evaluation Data Sources: 2023 and 2024 Texas Academic Performance Report and 2024 Texas Education Agency Data Tables

Strategy 1 Details
<p>Strategy 1: Continue to execute the PLC Process with fidelity in all core content areas.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students demonstrating STAAR Redesigned academic growth in math and reading.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p>
Strategy 2 Details
<p>Strategy 2: Continue to intentionally monitor individual student performance on identified essentials standards in all core content areas.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students demonstrating STAAR Redesigned academic growth in reading and math.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 3 Details
<p>Strategy 3: Offer accelerated intervention classes during the school day and Summer School to support students who did not meet standard on initial EOC tests.</p> <p>Strategy's Expected Result/Impact: Increased percentage of students demonstrating STAAR Redesigned academic growth in reading and math.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p> <p>Funding Sources: Summer School Tuition - 199 PIC 24 - At Risk - \$30,000, Tutorial and Summer School Payroll - 199 PIC 24 - At Risk - \$15,000, Transportation (After-School & Field Trips) - 199 PIC 24 - At Risk - \$25,000</p>

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: CLOSING THE GAPS: By June 2025, Northbrook High School will increase the percentage of academic achievement indicators on track to meet or exceed interim targets in the redesigned closing the gaps domain by 9 component points.

2023-24: 17 of 32 Academic Achievement Points Met; 53.1% Component Points

2022-23: 17 of 32 Academic Achievement Points Met; 53.1% Component Points (Baseline Year)

Evaluation Data Sources: 2023 Federal Identification of Schools and 2024 Texas Education Agency Data Tables

Strategy 1 Details
<p>Strategy 1: Continue to execute the PLC Process with fidelity in all core content areas.</p> <p>Strategy's Expected Result/Impact: Increased percentage of academic achievement at the meets and masters performance levels as measured by Domain 3.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>
Strategy 2 Details
<p>Strategy 2: Offer enrichment opportunities for students performing at the high approaches level and above based on Common Formative Assessment (CFA) data.</p> <p>Strategy's Expected Result/Impact: Increased percentage of academic achievement at the meets and masters performance levels as measured by Domain 3.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 4: ENGLISH LANGUAGE ACQUISITION PROGRESS: By June 2025, the rate of Emergent Bilingual/English Learners increasing at least one composite score level on TELPAS will meet or exceed the expected growth target for English Language Proficiency Status.

2023-24: TELPAS Progress Rate 40%

2022-23: TELPAS Progress Rate 39% (Baseline Year)

Evaluation Data Sources: 2023 Federal Identification of Schools and 2024 Texas Education Agency Data Tables

Strategy 1 Details

Strategy 1: Provide TELPAS-focused interventions for newcomers and long-term EBs with composite scores of Beginning and Intermediate during advisory.

Strategy's Expected Result/Impact: Increased percentage of Emergent Bilinguals advancing at least one composite score as measured by TELPAS.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Strategy 2 Details

Strategy 2: Intentionally plan instructional activities and professional learning that incorporate academic speaking and writing opportunities in all core content areas.

Strategy's Expected Result/Impact: Increased percentage of Emergent Bilingual students advancing at least one composite score as measured by TELPAS.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

Funding Sources: Other Reading Materials - 199 PIC 25 - ESL/Bilingual - \$2,000, Supplies & Materials - 199 PIC 25 - ESL/Bilingual - \$35,925

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 5: COLLEGE, CAREER, MILITARY READINESS (CCMR): By June 2025, Northbrook High School will increase the percent of graduates achieving College, Career, Military Readiness status by at least 15 percentage points.

Class of 2023: 45% of graduates met CCMR indicator

Class of 2022: 36% of graduates met CCMR indicator

Class of 2021: 40% of graduates met CCMR indicator

Evaluation Data Sources: Texas Academic Performance Report

Strategy 1 Details
<p>Strategy 1: Enroll 11th and 12th grade students in Texas College Bridge through specific core content areas. Strategy's Expected Result/Impact: Increased percentage of students college ready in English and Math. Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: Monitor and track student attainment of at least one CCMR indicator throughout the school year. Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status. Staff Responsible for Monitoring: Post-Secondary Counselor Academic Achievement Specialist</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>
Strategy 3 Details
<p>Strategy 3: Use various data sources to identify and monitor student enrollment in Advanced Academic courses. Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status. Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>

Strategy 4 Details

Strategy 4: Analyze various CCMR data sources to identify students for college readiness remediation.

Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status.

Staff Responsible for Monitoring: Post-Secondary Counselor
Academic Achievement Specialist

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing

Strategy 5 Details

Strategy 5: Monitor CTE coherent sequence coursework completion and industry-based certification attainment.

Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing

Funding Sources: CTE Resources - 199 PIC 22 - Career & Technology - \$46,505

Strategy 6 Details

Strategy 6: Purchase instructional resources to prepare and/or remediate students for PSAT, SAT, ACT, and other college readiness opportunities.

Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status in English and Math.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments

Funding Sources: Instructional Resources - 199 PIC 24 - At Risk - \$10,000

Strategy 7 Details

Strategy 7: Provide opportunities for students to visit colleges to gain exposure to college life and learn about the admissions requirements.

Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status.

Staff Responsible for Monitoring: Instructional Leadership Team

ESF Levers:

Lever 3: Positive School Culture

Funding Sources: Transportation - 199 PIC 24 - At Risk - \$2,500

Strategy 8 Details

Strategy 8: Partner with military, technical school, and college/university recruiters to meet with students about the benefits of their programs.

Strategy's Expected Result/Impact: Increased percentage of graduates achieving CCMR status.

Staff Responsible for Monitoring: Counselors

ESF Levers:

Lever 3: Positive School Culture

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 6: GRADUATION: Increase the graduation rates of 4-year, 5-year, and 6-year cohorts by 5 percentage points or $\geq 98\%$.

Class of 2023: 4-year rate = 75.3%; 5-year rate = 81.9% (C/O 2022); 6-year rate = 86.6% (C/O 2021)

Class of 2022: 4-year rate = 78.6%; 5-year rate = 86.0% (C/O 2021); 6-year rate = 86.8% (C/O 2020)

Class of 2021: 4-year rate = 83.4%; 5-year rate = 86.5% (C/O 2020); 6-year rate = 84.9% (C/O 2019)

Evaluation Data Sources: Texas Academic Performance Report

Strategy 1 Details
<p>Strategy 1: Confer with grade level cohort students to discuss 4-year graduation plan progress.</p> <p>Strategy's Expected Result/Impact: Increased 4-year graduation rate.</p> <p>Staff Responsible for Monitoring: Campus Leadership Team Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Strategically build the master schedule to include high-needs trailer courses based on the previous year's course completion data.</p> <p>Strategy's Expected Result/Impact: Increased 4-year graduation rate.</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>ESF Levers: Lever 2: Strategic Staffing</p>
Strategy 3 Details
<p>Strategy 3: Continue to retain an Academic Achievement Specialist to aggressively monitor course completion and create innovative measures to support striving students.</p> <p>Strategy's Expected Result/Impact: Increased 4-year graduation rate.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 2: Strategic Staffing</p>

Strategy 4 Details

Strategy 4: Continue to retain an Academic Achievement Counselor who focuses on reuniting reclassified students with their initial cohorts.

Strategy's Expected Result/Impact: Increased 4-year graduation rate.

Staff Responsible for Monitoring: Principal

ESF Levers:

Lever 2: Strategic Staffing

Goal 1: STUDENT ACHIEVEMENT. Northbrook High School students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 7: POST-SECONDARY ENROLLMENT: For the graduating class, 50% of Northbrook High School graduates will have enrolled successfully in a post-secondary option (T-2-4).

Class of 2023: 38% enrolled in fall following graduation

Class of 2022: 44% enrolled in fall following graduation

Class of 2021: 38% enrolled in fall following graduation

Evaluation Data Sources: National Student Clearinghouse (data reported as of the fall after graduation)

Strategy 1 Details

Strategy 1: Continue to partner with Collegiate Challenge (CCC), OneGoal, OneGoal Essentials, Bridge Year, and other entities to increase post-secondary awareness and enrollment.

Strategy's Expected Result/Impact: Increased percentage of graduates enrolled successfully in post-secondary option.

Staff Responsible for Monitoring: Campus Leadership
Counselors

ESF Levers:

Lever 3: Positive School Culture

Funding Sources: CCC Annual Fee - 199 PIC 24 - At Risk - \$10,000, OneGoal Essentials Fee - 199 PIC 24 - At Risk - \$5,000, OneGoal College Tour Transportation - 199 PIC 24 - At Risk - \$1,500

Strategy 2 Details

Strategy 2: Confer with 12th grade students to review and discuss post-secondary plans.

Strategy's Expected Result/Impact: Increased percentage of graduates enrolled successfully in post-secondary options.

Staff Responsible for Monitoring: Campus Leadership
12th Grade Counselor
Post-Secondary Counselor

Strategy 3 Details

Strategy 3: Restructure advisory sessions to educate students on the requirements and options to be a T-2-4 graduate.

Strategy's Expected Result/Impact: Increased percentage of graduates enrolled successfully in post-secondary options.

Staff Responsible for Monitoring: Academic Achievement Specialist
Post-Secondary Counselor

Goal 2: STUDENT SUPPORT. Northbrook High School students will benefit from multi-tiered systems of support.

Performance Objective 1: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE: By June 2025, Northbrook High School will implement at least three strategies that advance the focus on Core Characteristics for every child.

Evaluation Data Sources: Campus calendar and newsletters

Strategy 1 Details
<p>Strategy 1: Create advisory lessons that help students learn effective study and time management skills.</p> <p>Strategy's Expected Result/Impact: Improve the overall rating of Academically Prepared from Emerging to Progressing.</p> <p>Staff Responsible for Monitoring: Academic Achievement Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Create advisory lessons that help students learn how to be accountable for commitments and high-quality work.</p> <p>Strategy's Expected Result/Impact: Improve the overall rating of Ethical & Service Minded from Emerging to Progressing.</p> <p>Staff Responsible for Monitoring: Academic Achievement Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Create advisory lessons that teach students how to analyze academic and behavior situations with a solutions-minded approach.</p> <p>Strategy's Expected Result/Impact: Improve the overall rating of Resourceful Problem-Solver from Emerging to Progressing.</p> <p>Staff Responsible for Monitoring: Academic Achievement Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Goal 2: STUDENT SUPPORT. Northbrook High School students will benefit from multi-tiered systems of support.

Performance Objective 2: POST-SECONDARY PLANNING: Northbrook High School students will engage in activities that will prepare them to meet graduation requirements and pursue a viable post-secondary outcome.

Evaluation Data Sources: Naviance Reports, Skyward Reports

Strategy 1 Details
<p>Strategy 1: Create and/or review 9th grade and 10th grade students' four-year plans by the end of the school year.</p> <p>Strategy's Expected Result/Impact: Increased number of students who meet graduation requirements.</p> <p>Staff Responsible for Monitoring: Campus Leadership 9th and 10th Grade Counselors</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Create and/or review 11th grade and 12th grade students' post-secondary plans by the end of the school year.</p> <p>Strategy's Expected Result/Impact: Increased number of students who meet graduation requirements.</p> <p>Staff Responsible for Monitoring: Campus Leadership 11th and 12th Grade Counselors Post-Secondary Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Facilitate family engagement events that focus on graduation requirements and post-secondary planning.</p> <p>Strategy's Expected Result/Impact: Increased number of students who meet graduation requirements.</p> <p>Staff Responsible for Monitoring: Campus Leadership Counselors Academic Achievement Specialist</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: Supplies and Resources - 199 PIC 24 - At Risk - \$3,000, Interpretation Services - 199 PIC 24 - At Risk - \$2,000</p>

Goal 2: STUDENT SUPPORT. Northbrook High School students will benefit from multi-tiered systems of support.

Performance Objective 3: STUDENT ATTENDANCE: By June 2025, student attendance at Northbrook High School will increase or will be $\geq 98\%$.

Evaluation Data Sources: Skyward data and Texas Academic Performance Report

Strategy 1 Details
<p>Strategy 1: Revise, train, and implement the campus attendance plan.</p> <p>Strategy's Expected Result/Impact: Increased attendance percentage. Decreased percentage of annual dropouts.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 2 Details
<p>Strategy 2: Generate weekly reports to identify students with or potential excessive absences to create AIPs.</p> <p>Strategy's Expected Result/Impact: Increased attendance percentage. Decreased percentage of annual dropouts.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>
Strategy 3 Details
<p>Strategy 3: Incorporate proactive attendance measures into the campus PBIS Plan.</p> <p>Strategy's Expected Result/Impact: Increased attendance percentage. Decreased percentage of annual dropouts.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: PBIS Incentives - 199 PIC 24 - At Risk - \$4,000</p>

Strategy 4 Details

Strategy 4: Create an attendance and dropout recovery team to review data and conduct frequent home visits.

Strategy's Expected Result/Impact: Increased attendance percentage.
Decreased percentage of annual dropouts.

Staff Responsible for Monitoring: Campus Leadership

Goal 2: STUDENT SUPPORT. Northbrook High School students will benefit from multi-tiered systems of support.

Performance Objective 4: DROPOUT PREVENTION: By June 2025, Northbrook High School will increase the number of students on track to graduate with their cohort.

Evaluation Data Sources: Skyward data

Strategy 1 Details
<p>Strategy 1: Retain the academic achievement counselor position to case manage and support off-cohort students.</p> <p>Strategy's Expected Result/Impact: Decreased percentage in annual dropout rate. Increased number of students who return to cohort at the end of school year.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>
Strategy 2 Details
<p>Strategy 2: Create credit recovery/trailer courses in the campus master schedule to assist students with recouping course credit.</p> <p>Strategy's Expected Result/Impact: Decreased percentage in annual dropout rates. Increased number of students who return to cohort at the end of school year.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>
Strategy 3 Details
<p>Strategy 3: Continue to offer extra-curricular and co-curricular opportunities to build campus culture and attendance.</p> <p>Strategy's Expected Result/Impact: Decreased percentage in annual dropout rates. Increased number of students involved in activities.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>Funding Sources: Supplies & Resources - 199 PIC 99 - Undistributed - \$34,000</p>

Goal 3: SAFE SCHOOLS. Northbrook High School will ensure a safe and secure learning environment.

Performance Objective 1: SAFE SCHOOL ENVIRONMENT: Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.

Evaluation Data Sources: Discipline Data Dashboard, Review effectiveness of Behavior Intervention Plans

Strategy 1 Details
<p>Strategy 1: Revise the campus discipline management plan to articulate behavior expectations and responses to Code of Conduct violations.</p> <p>Strategy's Expected Result/Impact: Decrease in student referrals when compared to the previous year.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Implement our campus PBIS Plan to intentionally communicate and reinforce positive behavior expectations.</p> <p>Strategy's Expected Result/Impact: Decrease in student referrals when compared to the previous year.</p> <p>Staff Responsible for Monitoring: Campus Leadership PBIS Team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 3 Details
<p>Strategy 3: Purchase discipline management programs and incentives to track student tardies, out of classroom experiences, and reward positive behavior.</p> <p>Strategy's Expected Result/Impact: Decrease in student referrals when compared to the previous year.</p> <p>Staff Responsible for Monitoring: Campus Leadership</p> <p>ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: LiveSchool - 199 PIC 24 - At Risk - \$10,000</p>

Strategy 4 Details

Strategy 4: Calibrate discipline consequence administration with assistant principals to ensure alignment across grade levels.

Strategy's Expected Result/Impact: Decrease in student referrals when compared to the previous year.

Staff Responsible for Monitoring: Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture

Goal 3: SAFE SCHOOLS. Northbrook High School will ensure a safe and secure learning environment.

Performance Objective 2: SAFETY COMMITTEE: Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

Evaluation Data Sources: Campus Safety Committee roster and calendar

Strategy 1 Details

Strategy 1: Establish Campus Safety Committee composed of a cross section of stakeholders to look at matters related to campus safety.

Strategy's Expected Result/Impact: Refined safety practices

Staff Responsible for Monitoring: Campus Safety Officer

ESF Levers:

Lever 3: Positive School Culture

Funding Sources: Clinic Supplies - 199 PIC 99 - Undistributed - \$1,500, Campus Safety & Custodial Supports - 199 PIC 99 - Undistributed - \$20,000

Strategy 2 Details

Strategy 2: Participate in campus safety audit.

Strategy's Expected Result/Impact: Refined safety practices

Staff Responsible for Monitoring: Campus Safety Officer

ESF Levers:

Lever 3: Positive School Culture

Goal 3: SAFE SCHOOLS. Northbrook High School will ensure a safe and secure learning environment.

Performance Objective 3: EMERGENCY OPERATIONS: Maintain Campus Emergency Operations Procedures (EOP) that comply with SB 11, and include Standard Operating Procedures.

Evaluation Data Sources: Campus Emergency Operation Procedures Documents

Strategy 1 Details
<p>Strategy 1: Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures.</p> <p>Strategy's Expected Result/Impact: Submitted campus EOP by September 1st.</p> <p>Staff Responsible for Monitoring: Campus Safety Officer</p> <p>ESF Levers: Lever 3: Positive School Culture</p>
Strategy 2 Details
<p>Strategy 2: Update campus EOPs annually and train staff at the start of each school year.</p> <p>Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP. Staff training documents maintained.</p> <p>Staff Responsible for Monitoring: Campus Safety Officer</p> <p>ESF Levers: Lever 3: Positive School Culture</p>

Goal 4: FISCAL RESPONSIBILITY. Northbrook High School will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices.

Evaluation Data Sources: Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

Strategy 1 Details

Strategy 1: Conduct weekly budget meetings with the Campus Finance Specialist to monitor and reconcile campus budgets.

Strategy's Expected Result/Impact: Error free records.

Documentation of purchases and orders.

Staff Responsible for Monitoring: Principal

Campus Finance Specialist

ESF Levers:

Lever 1: Strong School Leadership and Planning

Strategy 2 Details

Strategy 2: Use campus needs assessment and other data to determine appropriate expenditures.

Strategy's Expected Result/Impact: Resources purchased align to campus goals and district T-2-4 priority.

Staff Responsible for Monitoring: Principal

ESF Levers:

Lever 1: Strong School Leadership and Planning

Campus Funding Summary

199 PIC 11 - Instructional Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Supplies and Materials		\$28,000.00
1	1	3	Department Instructional Resources and Supplies		\$10,831.00
1	1	4	Substitutes		\$25,000.00
Sub-Total					\$63,831.00
Budgeted Fund Source Amount					\$63,831.00
+/- Difference					\$0.00
199 PIC 22 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	5	5	CTE Resources		\$46,505.00
Sub-Total					\$46,505.00
Budgeted Fund Source Amount					\$46,505.00
+/- Difference					\$0.00
199 PIC 23 - Special Education					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	SpEd Materials & Resources		\$2,860.00
Sub-Total					\$2,860.00
Budgeted Fund Source Amount					\$2,860.00
+/- Difference					\$0.00
199 PIC 24 - At Risk					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Instructional Resources		\$40,500.00
1	1	3	Technology Equipment and Software		\$20,000.00
1	1	3	Reading Materials		\$12,000.00
1	1	3	Library Books		\$10,000.00
1	1	4	Substitutes		\$4,000.00
1	1	4	Professional Learning Opportunities & Supplemental Resources (Teachers)		\$24,769.00

199 PIC 24 - At Risk					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Professional Learning Opportunities (Counselors)		\$15,500.00
1	2	3	Summer School Tuition		\$30,000.00
1	2	3	Transportation (After-School & Field Trips)		\$25,000.00
1	2	3	Tutorial and Summer School Payroll		\$15,000.00
1	5	6	Instructional Resources		\$10,000.00
1	5	7	Transportation		\$2,500.00
1	7	1	OneGoal College Tour Transportation		\$1,500.00
1	7	1	OneGoal Essentials Fee		\$5,000.00
1	7	1	CCC Annual Fee		\$10,000.00
2	2	3	Interpretation Services		\$2,000.00
2	2	3	Supplies and Resources		\$3,000.00
2	3	3	PBIS Incentives		\$4,000.00
3	1	3	LiveSchool		\$10,000.00
Sub-Total					\$244,769.00
Budgeted Fund Source Amount					\$244,769.00
+/- Difference					\$0.00
199 PIC 25 - ESL/Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	2	Supplies & Materials		\$35,925.00
1	4	2	Other Reading Materials		\$2,000.00
Sub-Total					\$37,925.00
Budgeted Fund Source Amount					\$37,925.00
+/- Difference					\$0.00
199 PIC 99 - Undistributed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Library Books & Magazines		\$3,000.00
1	1	3	Administrative Materials & Resources		\$59,300.00
1	1	4	Professional Learning Opportunities (Administration)		\$1,500.00
2	4	3	Supplies & Resources		\$34,000.00
3	2	1	Campus Safety & Custodial Supports		\$20,000.00

199 PIC 99 - Undistributed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1	Clinic Supplies		\$1,500.00
Sub-Total					\$119,300.00
Budgeted Fund Source Amount					\$119,300.00
+/- Difference					\$0.00
Grand Total Budgeted					\$515,190.00
Grand Total Spent					\$515,190.00
+/- Difference					\$0.00