



Byron Nelson High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	7%	7%
African American	10%	11%
Hispanic Latino	20%	20%
White	60%	60%
At Risk	19%	22%
Special Education	8%	9%
Economically Disadvantaged	17%	18%
Emergent Bilingual	4%	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:

The BNHS Disciplinary Literacy Team, consisting of teacher representatives from a variety of contents, will provide opportunities for cross-curricular support, and will assist content area PLC's in the implementation of these practices.

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:

Specifically, in the area of Mathematics, Algebra 1 teachers used the recent MAPS test data from August to move high scoring students into Honors Algebra 1. In addition, they have implemented targeted interventions for students who are scoring below the standard.

OnRamps College Algebra is implementing various strategies to support student growth so all students will be eligible for college credit at the end of the year. In addition, Honors Geometry

teachers are spiraling higher level algebraic concepts into their curriculum to strengthen students skills, which will support their growth on the PSAT and SAT.

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 be implementing a plan to have our OnRamps teachers administer the TSI test at the end of the 1st semester between the ending of the college course and the end of the high school semester. In addition, all 9th graders will be given the TSI during the October 16th PSAT testing day for 10th/11th graders. In addition, we are embedding goals throughout our CTE classes to increase passing rates for all CTE certifications.

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 friends in other districts when we have openings to encourage them to apply. We also support our paraprofessionals and guest educators to pursue additional future employment opportunities while they currently serve 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:

The Culture Community serves to support teacher voice in the areas of campus staff development, morale building, and staff recognition. They meet throughout the year to implement different ideas to meet staff needs.

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 is 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 meets with our new staff members consistently to check on their progress. We also offer campus planning days for PLCs that have new staff members as a way to support their understanding and implementation of the curriculum.

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 partnership with staff recognition, scholarships funds, and at-risk students needs like our campus clothes closet. BNHS PTSA was awarded the School of Excellence for the 2023-2024 school year.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

We utilize our BNHS Parent and Class Facebook pages, Instagram, Twitter, and Parent Square to communicate with all of our stakeholders. We offer face-to-face events such as Bobcat Camp Parent Meeting, Byron Showcase, and parent conferences to support those partnerships.

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 the classrooms and throughout the building for students to request support. We also offer utilizing Securly pass, which enables students to request to see an AP or counselor from their student device. Our SROs have segments on BNTV regarding various safety and security topics that are relevant to students.



Eaton High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	6%	7%
African American	15%	18%
Hispanic Latino	26%	26%
White	49%	46%
At Risk	33%	43%
Special Education	11%	12%
Economically Disadvantaged	25%	28%
Emergent Bilingual	5%	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:

Build literacy through making learning visible through more planned discussion activities. (We are using the book *Questioning for Classroom Discussion* for PD sessions and to support teachers).

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:

Develop individualized supports through the work of our Freshmen Focus 9th grade transition program which supports incoming 9th graders.

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.

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:

New teacher professional development & onboarding through mentorship and extra PD supports.

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:

Individualized support through the T-Tess process and focused PLCs in need of support identified by admin.

Priority 2.3: Retain

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

Campus Strategy:

Value staff time by presenting leadership opportunities to more staff, being purposeful in meetings and roll-out of initiatives, and crafting more individualized PD opportunities.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Facebook interaction with our community groups to tell our story.

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 through our PTSA or programs

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:

Utilize intervention counselors for individual and group supports, including a new wellness newsletter.



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.



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 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. Additionally, 100% of our teaching staff will meet with their subject counterparts weekly to discuss and establish common expectations for academics and behavior, with a strong focus on learning targets and content literacy.

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 team approach to support students' academic progress. This includes weekly checks on grades, behavior and attendance.

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 through our CTE and counseling classes. In most cases, students are able to remain in their CTE courses while at DAEP and work toward industry certifications. Additionally, students meet with our At Risk Counselor individually and in groups to work on personal goals and skill building.

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:

One hundred percent of SPC teachers and classroom paraprofessionals will meet weekly with their subject counterparts to discuss and establish common expectations for academics and behavior.

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:

Newsletters will be sent consistently to keep parents informed about SPC and other important district information. 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. Problem solving circles will also be introduced this school year to support conflict resolution skills, character building, and skill building.

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



Steele Early College High School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023 - 2024
Asian	6%	7%
African American	12%	14%
Hispanic Latino	23%	29%
White	56%	46%
At Risk	23%	19%
Special Education	7%	5%
Economically Disadvantaged	25%	23%
Emergent Bilingual	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 ("Make or Break Year") - 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 supports. 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 will take advantage of earning industry certifications which allow students to be future ready and work towards their Competitive Advantage. 100% of Seniors graduating with a certification.

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 opportunities to increase communication through student newspaper, video announcements (Broadcast News), ParentSquare, website, social media followers, and social media resources. Increased communication with ParentSquare.

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 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:

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

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:

Continue to increase student engagement with StuCo, NHS, DECA, Green Cord, Academic UIL, Debate, OAP, Theatre, Steele Student Press, Music, Art, eSports, Volleyball, Certifications, and student clubs.

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.



Adams Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	7%	5%
African American	18%	17%
Hispanic Latino	25%	27%
White	46%	46%
At Risk	31%	39%
Special Education	13%	18%
Economically Disadvantaged	22%	27%
Emergent Bilingual	8%	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:

Synergize classroom and school community efforts with focus on classroom climate and best instructional practices (Emphasis on Content Literacy, Engagement, Learning Targets, Journals).

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:

Champion students within identified student groups who are not performing at grade level with intentional, data focused, progress monitoring throughout the year (STAAR, CBAs, IPR, RC, safety nets). Champion identified At-Risk students with campus wide, intentional staff

assignment with frequent check ins on grades, safety nets, interests, and supports throughout the semester.

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:

Improve our PLCs practices, focusing on establishing systems and processes focused on collaboration and professional growth.

Priority 2.3: Retain

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

Campus Strategy:

Continue 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 social events, ensure mentor program is supported, promote participation in campus and district leadership opportunities among all staff.

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 implementing Behavior Framework through BF Leadership Team and fully implement Reach and Respond for/staff connection, Increase student voice opportunities, Pawsitive communication, and social media highlights of students and staff from all perspectives of the 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:

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

	2022 - 2023	2023-2024
Asian	1%	3%
African American	8%	12%
Hispanic Latino	37%	37%
White	50%	45%
At Risk	55%	54%
Special Education	20%	21%
Economically Disadvantaged	51%	48%
Emergent Bilingual	18%	19%

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:

Students will annotate text in order to create connections, summarize, find key ideas, and question.

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 include rigor in their lesson plans as defined by the Icle Rubric.

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:

Counselor's will track progress of students and assistant principals will track attendance of students enrolled in high school credit classes.

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:

Administration will hire highly qualified teachers and staff through rigorous interviews, checking references, and beginning the process early.

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:

CTMS will support new teachers through a mentor program.

Priority 2.3: Retain

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

Campus Strategy:

Teachers will meet weekly in PLC's (Team or Department) to plan, look at data, or discuss strategies in order to provide high quality instruction.

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:

Chisholm Trail MS will host community nights that support school goals, such as: Open House/Book Fair/Literacy Activities/Curriculum Night.

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:

Chisholm Trail MS, along with all stakeholders, will develop a vision, mission, and goals for the school.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Emergent Tree Strategies will be taught, practiced, and utilized.



Medlin Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	8%	11%
African American	5%	5%
Hispanic Latino	19%	20%
White	65%	61%
At Risk	23%	19%
Special Education	11%	12%
Economically Disadvantaged	12%	14%
Emergent Bilingual	6%	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:

Medlin will support all students academically through Tier I instructional practices. In addition, we will ensure students that need additional support receive the Tier 2 and Tier 3 support they need.

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 our PLC work, Medlin will ensure best practices and appropriate levels of rigor are given to all 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:

Medlin 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 Middle School will obtain, grow, and support exceptional staff members in order to enhance our student and community experience

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:

Medlin will develop the individual skills of each staff member through continued support and consistent feedback that pushes the learning to higher levels and allows them to reach their full potential

Priority 2.3: Retain

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

Campus Strategy:

Medlin Middle School will retain quality staff by providing a positive and inclusive school environment that empowers staff to impact student growth 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:

Medlin Middle School will provide continuous communication, school and community events, and opportunities to give feedback in order to engage all stakeholders

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:

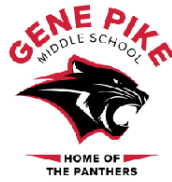
Medlin Middle School will utilize our student groups and programs to ensure we have a positive and inclusive culture.

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:

Medlin will foster an environment that provides social and emotional support for students, staff, and families with district and campus programs and procedures.



Pike Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	4%	4%
African American	10%	11%
Hispanic Latino	26%	26%
White	57%	55%
At Risk	38%	37%
Special Education	18%	19%
Economically Disadvantaged	29%	31%
Emergent Bilingual	6%	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:

Students will engage in reading, writing, and justifying their ideas at least three times per week across all classes, as a fundamental component of instruction to enhance critical thinking and subject mastery. Teachers will support this by participating in monthly vertical PLCs to collaborate on writing samples, ensuring alignment and fostering collaboration across grade levels.

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:

Pike staff will implement spiraled or targeted warm-ups in all subject areas at least three times a week to reinforce key concepts and support ongoing skill development providing insight for making adjustments to improve learning.

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:

Pike will begin actively promoting CTE courses ahead of course selection by sharing information through Pike News, videos with incoming 5th graders, organizing tours for 6th and 7th graders, and creating a parent video to inform families about the available options.

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:

Attract and retain high-quality staff through targeted recruitment via social media, career fairs, and personalized outreach, sharing our campus Core Values and beliefs. Enhance onboarding with New to Pike presentations, assigning mentor/buddies, welcome bags, staff shout outs and support from NEF supply store creating a supportive environment that reflects our commitment to excellence.

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:

Provide continuous support, guidance, and assistance for teachers in meeting the needs of all students through ongoing support from Instructional Coaches, Behavior Interventionists, and Emergent Bilingual Support Specialists.

Priority 2.3: Retain

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

Campus Strategy:

Our mentor program will pair new staff members with experienced buddies/mentors, the principal will hold three check-in meetings throughout the year. Additionally, staff surveys will be conducted to gather feedback and ensure ongoing support.

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:

Encourage male/female authority figure involvement at schools with increased promotion of Watch D.O.G.S. programs and PTA volunteer 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:

Fully implement a Campus Behavior Support Framework at each school focused on Tier 1 behavior supports for teachers and students, including Connections- Reach and Respond, plus 3 to 1 positive feedback trackers for teachers.

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 a sense of belonging and connection for students by establishing student and staff advisory committees that meet regularly to provide input on school policies, initiatives, and campus culture.



Tidwell Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	6%	8%
African American	11%	12%
Hispanic Latino	22%	21%
White	59%	58%
At Risk	30%	29%
Special Education	9%	15%
Economically Disadvantaged	18%	24%
Emergent Bilingual	5%	5%

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

Priority 1.1: Literacy

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

Campus Strategy:

Teachers will build student literacy skills and support reading and writing as fundamental skills in learning and comprehension in all subjects through increased opportunities for students to document their learning by writing in journals and annotating 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:

Teachers will help students achieve their individualized academic goals through providing opportunities for consistent progress-monitoring strategies and by utilizing assessments and growth reports to empower individual goal-setting and reflection.

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 awareness and preparedness for post graduation provided through CTE and electives courses in conjunction with providing ongoing support and guidance as students navigate their post graduate path.

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 Leaders will solicit and use feedback from the staff to continuously monitor the campus climate to ensure a strong culture of support, celebration, and growth.

Priority 2.3: Retain

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

Campus Strategy:

Campus staff (paraprofessionals included) will be engaged in an effective PLC with a culture of learning together to support student success.

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.

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 and maintain opportunities to connect with students, staff, and families to be able to communicate needs and goals.

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:

Utilize the Behavior Support Framework strategies to create systems of support to regular check-in with student's physical and emotional well-being and provide teachers with tools to help manage classroom behaviors.



Wilson Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	6%	4%
African American	17%	22%
Hispanic Latino	24%	28%
White	50%	43%
At Risk	42%	43%
Special Education	15%	20%
Economically Disadvantaged	30%	38%
Emergent Bilingual	8%	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 core content teachers will instruct 100% of students to annotate texts for comprehension through the use of relevant text evidence with justification using common strategies consistently throughout the year.

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 core teachers will examine student performance data in PLCs and engage in campus data tracking, using the Wilson data tracker process, to monitor individual student progress bi-monthly.

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 continue to implement processes that promote personal responsibility for academic and social emotional growth consistently throughout the 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:

Wilson will develop campus cross curricular/grade-level teams to meet monthly to reflect on campus processes and problem-solve campus needs.

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 teachers will have the opportunity to demonstrate high levels of proficiency in campus expectations on a weekly basis so that they may earn a "WMS teacher merit badge".

Priority 2.3: Retain

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

Campus Strategy:

WMS teachers will earn a merit badge when they engage staff and host a breakout PD session or bite-sized PD on campus, within the district (such as Engage), or at a City/State/National convention.

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 staff will utilize reach and respond, Core Values, Feedback Boards (the Behavior Framework) on a daily basis throughout the year. Evidence of usage of these strategies should be present 80% of the time during walkthroughs.

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:

Wilson MS will introduce a multiple session "Parent U" prior to school starting so that parents can be informed about multiple topics that relate to our Wildcat culture. In addition, this multiple session format will be used throughout the school year to develop positive campus and parent relations around the State of the School 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:

Wilson MS will include a Safety and Security update during each principal Fireside Chat twice per semester. The update will include safety protocols regularly taken and opportunities we provide at Wilson to support student emotional well-being.



Worthington Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

Enrollment: 1204	2023-2024
Asian	14%
African American	20%
Hispanic Latino	23%
White	42%
At Risk	42%
Special Education	15%
Economically Disadvantaged	32%
Emergent Bilingual	13%

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 (and Priority Goal for 2024-2025):

Students' literacy skills will improve through a culture of reading and increased opportunities to write and annotate in journals, including the use of academic vocabulary.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Students will reach or exceed their individualized academic goals through knowing and assessing their daily goals for learning in each classroom.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Students will focus on academic achievement in their elective classes with the goals of credit attainment, academy acceptance, and program/pathway retention.

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 and maintain 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:

Campus Professional Learning Communities (PLCs) will engage in productive and meaningful work that results in meeting the campus achievement goals.

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:

Maintain multiple avenues for staff, families and students to connect with the campus, including events and a variety of communication platforms.

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:

Use the Behavior Support Framework strategies to create systems of support for students and staff to strengthen the physical and emotional well-being of our students, staff, and community.



Beck Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	8%	8%
African American	2%	3%
Hispanic Latino	17%	16%
White	70%	69%
At Risk	18%	14%
Special Education	11%	16%
Economically Disadvantaged	7%	8%
Emergent Bilingual	5%	5%

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

Priority 1.1: Literacy

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

Campus Strategy:

All teachers will implement aligned, consistent goal-setting with students over short constructed responses.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Students will know the lesson's learning goal and be able to share how they know when they have successfully met the learning target for each lesson.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Teachers will provide targeted opportunities for students to work on their goals in Problem Solving, Reading, Writing, and Math.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Create a positive environment for teachers to communicate using a feedback loop and/or have crucial conversations about challenges that affect their work.

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 utilize effective communication skills and conflict resolution strategies on all levels to reach consensus on important campus decisions.

Priority 2.3: Retain

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

Campus Strategy:

Strategic PLCs with a highlight on observing classroom practice, share results-oriented practice, refine routines that maximize time and effort.

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:

Advance plan and communicate family engagement opportunities at least 3-4 times a 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:

We will instill a culture of partnership and belonging between the school, students, families, and community by offering opportunities to engage with school personnel and PTA.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Implement Year 2 Emergent Tree Framework, with a focus on Skill Building, Connections, and Acknowledgement.



Berkshire Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	10%	27%
African American	10%	21%
Hispanic Latino	25%	19%
White	40%	27%
At Risk	41%	33%
Special Education	19%	23%
Economically Disadvantaged	35%	39%
Emergent Bilingual	11%	31%

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

Priority 1.1: Literacy

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

Campus Strategy: Students in grades K, 1, and 2 will get an updated reading level via running record monthly. Students in grades 3, 4, and 5 will get an updated reading level via running record at BOY, EOY, MOY. Students reading below grade level will get more frequent assessments.

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: We will utilize and update a data dashboard to see trends and needs across grade levels to make instructional adjustments.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy: We will have alignment in our student character development by focusing on a common character trait each month.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy: We will recognize and celebrate staff members through our classroom posts on Facebook and "Hump Day Hooray" staff email.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy: Professional learning will be intentionally planned through cycles of PLCs and staff development that impacts all students. Teams will complete a quarterly self-assessment using the Team Performance Curve.

Priority 2.3: Retain

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

Campus Strategy: Teachers will participate in a self-selected campus "Success Team" to address opportunities to enhance Student Achievement, Behavior/Emotional Success, Staff Success, and Family Success. Teachers will have time each quarter for personal growth and needs.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy: We will strengthen our community engagement through use of ParentSquare and our Watch D.O.G.S. 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: We will implement more two-way communication opportunities with all stakeholders, including surveys, feedback loops with staff, and "Coffee with the Principals" family events.

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 utilize the Emergent Tree Reach and Respond strategies to connect with students and the CharacterStrong program to support character development.



Carter Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	9/2023	9/2024
Asian	8%	9%
African American	21%	22%
Hispanic Latino	20%	22%
White	47%	37%
At Risk	36%	39%
Special Education	19%	21%
Economically Disadvantaged	38%	38%
Emergent Bilingual	13%	14%

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

Priority 1.1: Literacy

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

Campus Strategy:

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

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

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

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

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

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Provide teachers opportunities to align themselves in professional learning communities weekly, during which they will collaborate on goal setting, planning and exchange knowledge of how to best serve students, and reach campus and district goals.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Invest time into teachers expanding their content knowledge in order to best meet student needs in and out of the classroom. This will happen through grade level PLCs and Thursday PD.

Priority 2.3: Retain

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

Campus Strategy:

Enhance meaningful relationships with teachers and staff by providing opportunities to give feedback after every professional learning opportunity to measure its effectiveness and identify ongoing support and future steps needed to retain our staff here at Carter Elementary.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Teachers/Grade Levels will intentionally plan for authentic student discourse 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:

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

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

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



Cox Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	13%	15%
African American	12%	13%
Hispanic Latino	18%	17%
White	53%	49%
At Risk	27%	24%
Special Education	16%	22%
Economically Disadvantaged	18%	19%
Emergent Bilingual	12%	15%

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:

Teams will cross-content plan to incorporate content literacy in all subjects.

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:

We will hold intentional goal setting conferences and consistently progress monitor all 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:

Implement skill building into daily morning meetings and reinforce the core values throughout the campus in the classroom and non-academic settings.

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 conduct staff surveys every grading quarter in order to gain awareness and respond to staff needs.

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 review grade level action plans and performance curve data.

Priority 2.3: Retain

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

Campus Strategy:

We will support teachers' needs for professional growth through classroom walkthroughs and quarterly surveys.

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:

Provide monthly communication and opportunities to bring awareness and engagement in family involvement through campus events.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

We will support campus-wide alignment in expectations of our behavior framework for Tier I instruction.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Implement parent outreach through reach and respond by providing resources needed for students' well-being.



Curtis Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	29%	27%
African American	20%	21%
Hispanic Latino	20%	19%
White	27%	27%
At Risk	53%	47%
Special Education	17%	23%
Economically Disadvantaged	35%	39%
Emergent Bilingual	31%	31%

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

Priority 1.1: Literacy

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

Campus Strategy:

Monthly data review meetings using NWEA MAP, running records, CBAs, and formatives to inform small group instruction and create reviewable action plans for weekly lesson plans.

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 utilize progress monitoring tracking documents specific to grade level assessments (Imagine Math, CBAs, formatives) to review progress toward mastery during PLCs bimonthly.

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:

Biweekly walkthroughs will be utilized to gather data and provide feedback to teachers on the Curtis Instructional Focus for 24-25 (Learning Targets, task alignment, responsive small group instruction).

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Provide support and guidance to all teachers new to the profession and new to Curtis once per month through the district and campus mentor program.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

All teachers will monitor and track progress toward grade level goals and share updates three times a year during State of the School celebrations.

Priority 2.3: Retain

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

Campus Strategy:

Provide opportunities for teacher voice, shared decision-making, professional growth, and leadership development through staff feedback surveys, walkthrough data and feedback, and ILT meetings.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Host opportunities to develop positive relationships with the school through Veterans' Day, Multicultural Night, Welcome Night, and Open House.

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:

Host monthly Legend Rallies, monthly Legendary Leader awards, and daily Legend Time (morning meetings) to create unity, a sense of pride, and develop a common language for positive behavioral expectations across the 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:

Implement the Emergent Tree Behavioral Support Framework through daily Legend Time (morning meetings), intentional connections, positive feedback, and proactive behavioral instruction.



Daniel Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2023-2024	2024-2025
Asian	16%	20%
African American	9%	8%
Hispanic Latino	20%	20%
White	48%	46%
At Risk	27%	22%
Special Education	21%	19%
Economically Disadvantaged	8%	4%
Emergent Bilingual	16%	15%

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

Priority 1.1: Literacy

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

Campus Strategy:

Johnie Daniel Elementary educators will set literacy goals with 97% of the K-5 students to meet or exceed all grade-level standards using one-on-one conferences and visible goal-setting strategies that are tracked consistently across the campus.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Johnie Daniel Elementary educators will set goals in all content areas with 100% of the students to meet or exceed all grade-level standards using one-on-one conferences and visible goal-setting strategies that are tracked consistently across the campus.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Johnie Daniel Elementary will provide a strong foundation for students to meet or exceed academic/social-emotional skills allowing every child to be prepared for opportunities in multiple career, college or military service fields.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Johnie Daniel Elementary will recruit highly qualified educators to serve the students in every classroom by utilizing the talents of the current staff to attract more highly qualified staff.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Johnie Daniel Elementary will develop a culture of support where teachers have a voice and provide differentiated professional development opportunities to build capacity in each staff member.

Priority 2.3: Retain

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

Campus Strategy:

Johnie Daniel Elementary will provide opportunities for distributed leadership through ILT/OLT/campus committees, build meaningful relationships with all stakeholders, provide coaching and support to teachers, and design differentiated professional development opportunities for teachers.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

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

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

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

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Johnie Daniel Elementary will provide a weekly campus newsletter to our families with information about academic, physical, and emotional well-being support for students, staff, and community. Campus and District training opportunities for families will be included in this communication as well.



Granger Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	5%	6%
African American	10%	10%
Hispanic Latino	20%	20%
White	60%	57%
At Risk	25%	28%
Special Education	13%	20%
Economically Disadvantaged	18%	27%
Emergent Bilingual	7%	10%

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

Priority 1.1: Literacy

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

Campus Strategy:

We will have quarterly state of the grade level meetings to review progress monitoring of text levels in grades K-3 and formative assessment data/CBA for 4 and 5.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

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

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

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

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Each month staff will receive a calendar with fun celebrations and acknowledgements. It gives them something special to look forward to each week.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Teachers at Granger Elementary will take an active role in their own professional growth by selecting professional development based on individual TTESS goals. Being able to choose their own learning builds self efficacy and results in a positive school culture and climate. In order to promote a culture of collective efficacy, our teachers will lead PD on campus to share their new learning and to help others grow in their own teaching. Teachers also meet in Professional Learning Communities consistently to support and collaborate with all stakeholders.

Priority 2.3: Retain

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

Campus Strategy:

Teachers at Granger Elementary will take an active role in their own professional growth by selecting professional development based on individual TTESS goals. Being able to choose their own learning builds self efficacy and results in a positive school culture and climate. In order to promote a culture of collective efficacy, our teachers will lead PD on campus to share their new learning and to help others grow in their own teaching. Teachers also meet in Professional Learning Communities consistently to support and collaborate with all stakeholders.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

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

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

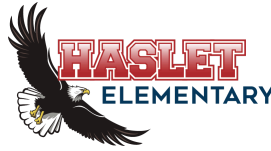
KGE will continue to partner with our Instructional Technology coach and the NISD technology department as we continue to work with families to navigate the digital world our children are sometimes navigating alone. Parents are given tools that help them have conversations at the table, lessons on digital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

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

We will continue to have a behavior support team with campus representatives. This team is receiving district level training from Emergent Tree. This will give us tools to implement a campus wide behavior framework and conduct walks on campus to check for implementation.



Haslet Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	8%	14%
African American	12%	11%
Hispanic Latino	19%	19%
White	55%	49%
At Risk	36%	30%
Special Education	17%	27%
Economically Disadvantaged	25%	19%
Emergent Bilingual	9%	15%

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:

Grades K-2 will complete monthly running records to determine student reading levels and report it on their monthly data spreadsheet in the Data HUB by the end of every month. Grades 3-5 will report monthly for any student reading below grade level.

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:

Small group instruction is expected in math and reading for all classroom teachers. Schedules will be placed in the Small Group Instruction Folder linked in the Nest folder. Small groups will be formed based on data collection and individual student needs.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

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

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

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

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

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

Priority 2.3: Retain

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

Campus Strategy:

Provide teachers with additional PLC/planning time each quarter to allow for collaboration, professional learning, and small group planning.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

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

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

Haslet will be tracking the campus feedback board and documenting which grade levels/teachers are adding to the campus board. Continued practices of Reach and Respond in classrooms and morning meetings.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Provide learning opportunities and resources for families that will strengthen and support our Core Values and academics at home.



Hatfield Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	9%	10%
African American	19%	20%
Hispanic Latino	25%	27%
White	40%	37%
At Risk	41%	40%
Special Education	14%	27%
Economically Disadvantaged	29%	29%
Emergent Bilingual	17%	21%

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

Priority 1.1: Literacy

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

Campus Strategy:

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

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

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

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:

Each Hatfield classroom will conduct a Morning Meeting three days per week that is aligned with a featured monthly character trait (e.g., kindness, respect, etc.).

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

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

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Hatfield administration and the Instructional Leadership Team will present a quarterly State of the School address to the staff, highlighting student/staff accomplishments, progress toward campus goals, and a review of next steps.

Priority 2.3: Retain

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

Campus Strategy:

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

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Hatfield administration, in partnership with the campus PTA, will plan and execute a literacy-themed event each quarter (Family Literacy Night, One School/One Book, Storybook Pumpkins, an author visit, and Northwest Reads).

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

Hatfield will enhance its ongoing "House System" by introducing a "Big Cougar/Little Cougar" program in which older students are paired with younger students in a mentor-style relationship. Monthly Big-Little gatherings will be conducted to facilitate relationship-building.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Hatfield will offer no fewer than four Parent University learning opportunities for our community to learn and share ideas about modern-day parenting challenges.



Hughes Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	7%	6%
African American	12%	17%
Hispanic Latino	27%	29%
White	48%	42%
At Risk	38%	36%
Special Education	19%	21%
Economically Disadvantaged	36%	44%
Emergent Bilingual	11%	11%

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

Priority 1.1: Literacy

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

Campus Strategy:

Reading strategies such as explicit phonics instruction and reteach in small groups will happen in K-2 at least 4 times a week. Reading strategies such as vocabulary instruction and small group instruction and intervention will happen in 3-5 at least 3 times a week.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Every grade level and special programs classrooms (MTSS, MTA, Resource, PACEE and SLC) will goal set with students in Reading and Math and will support students monitoring their own progress.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Hawk Market and Entrepreneur classes in Spring available to all students. Student Leadership supplies, runs, and manages Hughes Brews Coffee and Tea Cart. Communities in Schools will be focused on careers and opportunities- Future Fridays. We will hold 2 Career Weeks a year on campus.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

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

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

All staff will participate in grade level and team Professional Learning Communities once a month and content planning twice a week. Each grade level will have a full day in the Fall and Spring for planning, assessment design, data analysis, and professional development.

Priority 2.3: Retain

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

Campus Strategy:

Professional Development opportunities on campus at least once a quarter through lunch and learns, popcorn planning, goal setting and check in meetings, educamps, observations and classroom visits.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

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

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

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

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Implementation of the Communities in Schools Program, Watch Dogs, Title 1 Engagement Committee and Parent Engagement Committee.



Justin Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	2%	15%
African American	3%	13%
Hispanic Latino	18%	17%
White	70%	49%
At Risk	26%	27%
Special Education	19%	22%
Economically Disadvantaged	24%	19%
Emergent Bilingual	5%	15%

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

Priority 1.1: Literacy

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

Campus Strategy:

Target instruction in small groups to close gaps in students' performance.

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:

Provide ongoing comprehensive training and feedback on how to write and implement learning targets.

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:

Conduct quarterly positive behavior framework walkthroughs by the Positive Behavior Framework Team.

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:

Conduct Monthly Check-ins with 0-5 year teachers to support their needs.

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:

100% of grade level teams will conduct quarterly reviews of data to determine high and low students in Reading and Math.

Priority 2.3: Retain

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

Campus Strategy:

To increase communication among staff, weekly news will be sent to staff with important dates and upcoming 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:

Design and send frequent surveys to staff and families to ensure engagement and 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:

Reach and Respond will be used to gather data on how our students are doing. Teachers will check in on students who are consistently indicating unfavorable responses.

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 communication with staff to ensure they are informed in a timely manner.



Clara Love Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022-2023	2023-2024
Asian	2%	2%
African American	15%	16%
Hispanic Latino	30%	30%
White	46%	44%
At Risk	45%	53%
Special Education	20%	23%
Economically Disadvantaged	50%	54%
Emergent Bilingual	12%	12%

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

Priority 1.1: Literacy

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

Campus Strategy:

We will align our ILTs, campus walkthroughs, PDs, PLCs and coaching cycles to our top 5 instructional focuses: Learning Target, Intentional Feedback, Higher Level Questioning, Formative Assessments (Using Multiple Response Strategies/Checks for Understanding), and Responsive Small Groups.

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:

We will conduct monthly walk-throughs using a checklist with specific look for and specific feedback geared towards our top five (including learning targets) and Behavior Framework. Feedback is directed towards learning targets being read, explained, and intentionally referred back to the learning target throughout the lesson.

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:

100% of our teachers will implement Morning Meeting and utilize Behavior Framework tools like Reach and Respond and Brag Boards in order to respond to all of our students' SEL needs.

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:

Our grade level teams will meet weekly to backwards design, data dive, focus on our top five, and discuss operational systems and procedures. Our teachers will get excellent PD where we honor the time, work and people.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Teachers will receive quarterly PLC check ins and coaching cycles over intentional monitoring.

Priority 2.3: Retain

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

Campus Strategy:

We will start all PDs and staff meetings with gratitudes, send out ongoing support through weekly Love Notes and InLovestruction, and support grade levels on their goals that they set as a team and individually during BOY so that teams feel more cohesive.

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 implement Behavior Framework tier one strategies with fidelity, meet with PTA to plan community events, reboot our committees with shared expectations and create literacy buddies.

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 send out quarterly check-in staff surveys and celebrate students and staff in Love Notes and during our Heart of Texans ceremony.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Our campus is partnering with Texas Motor Speedway and implement Speeding to Read to enhance literacy across the community.



Lakeview Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2024-2025
Asian	8%	8%
African American	3%	3%
Hispanic Latino	16%	16%
White	71%	69%
At Risk	13%	19%
Special Education	15%	25%
Economically Disadvantaged	8%	7%
Emergent Bilingual	4%	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:

Students will respond in writing once a week using grade-level standards and expectations, and content-specific vocabulary in all core areas.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

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

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:

100% of instructional staff will use goal-setting to set academic goals with students. The goal setting process will include monitoring, tracking, reflection, and updating.

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:

Staff members will be positive, professional, and engage with all visitors and guest educators to encourage their return.

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:

Provide monthly differentiated PD & PLC opportunities to allow for authentic growth and camaraderie.

Priority 2.3: Retain

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

Campus Strategy:

Plan monthly intentional, inclusive opportunities for team building, ongoing support, and staff connections.

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:

Create opportunities for community engagement on campus through stakeholder surveys.

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:

Intentionally share slides on morning announcements that show students' travel, experiences, and achievements.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Create "Wednesday Wonders" conversation starters for families to engage with students about weekly positive well-being topics.



Nance Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	7%	6%
African American	19%	20%
Hispanic Latino	25%	26%
White	44%	40%
At Risk	37%	32%
Special Education	24%	33%
Economically Disadvantaged	33%	39%
Emergent Bilingual	10%	12%

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

Priority 1.1: Literacy

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

Campus Strategy:

Nance staff will participate in monthly data PLCs to support goal setting, progress monitoring and small group instruction in the classroom.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Nance campus staff will engage in a task analysis protocol two times a month during staff PD that will focus on instructional design and then evaluate the scholar outcomes.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Nance teachers will discuss the Scholarly Behaviors through Morning Meeting and conversations with scholars.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

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

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Nance PLCs will be planned through the lens of the four PLC questions.

Priority 2.3: Retain

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

Campus Strategy:

Nance Elementary Instructional Leadership Team will participate in a professional learning team to focus on the work of the instructional leader and align our work to the TASA Public Education Visioning Document.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

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

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

Teachers will post a reach and respond visually outside of their classroom or on their door to check in each morning. Non-classroom teachers will use the hand signals to do the same.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

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



Peterson Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	12%	11%
African American	15%	20%
Hispanic Latino	27%	28%
White	41%	36%
At Risk	44%	39%
Special Education	15%	21%
Economically Disadvantaged	39%	43%
Emergent Bilingual	16%	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:

Teachers will plan for and deliver small group instruction in reading and writing using data from monthly reading level assessments, district and state assessments, and universal screeners.

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 plan for and deliver small group instruction supporting the TEKs in Reporting Category 2 for math using monthly formative checks and universal screeners.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Teachers will utilize small group instruction and student goal setting in math and reading.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Provide continuous support, guidance, and assistance for teachers new to OA Peterson through ongoing support from a campus mentor/buddy and monthly new staff check-ins.

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:

Provide support, guidance, and assistance for teachers in meeting the needs of all students through support at PLCs from our CIT, Academic Interventionists, Behavior Interventionist, and Emergent Bilingual Support Specialist.

Priority 2.3: Retain

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

Campus Strategy:

Teams will set and monitor two goals that directly impact student performance during PLCs every 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:

Encourage male authority figure involvement at OA Peterson with increased promotion of our Watch D.O.G.S. 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:

Teachers will utilize reach and respond each day to monitor each student's emotional state and provide support for students who give an unfavorable response.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Our campus will communicate with each other and stakeholders regularly using weekly classroom, staff and campus newsletters, monthly positive contact to each student's parent/guardian, and weekly staff "hump day hooray" email.



Perrin Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	As of 8.16.24
Asian	1%
African American	20%
Hispanic Latino	28%
White	35%
At Risk	38%
Special Education	18%
Economically Disadvantaged	30%
Emergent Bilingual	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:

Teachers will use data responsive small group instruction to meet students' needs in Tier 1 and 2 instruction.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

We will develop a customized campus-wide process for data collection resulting in systematic progress monitoring that guides instructional decisions.

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:

Classroom teachers will implement the components of the Emergent Tree Behavior Framework with fidelity focusing on the Core Values of Safe, Respectful, Responsible.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

New teachers and new to NISD teachers receive mentor support to hone teaching practices and effectiveness resulting in higher student achievement.

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:

Grade level teams will engage in weekly Professional Learning Communities resulting in collaborative data analysis and intentional, responsive planning.

Priority 2.3: Retain

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

Campus Strategy

Teams will partner with district coaches for job-embedded professional learning to hone their craft based upon research-based practices to increase student learning and application of skills.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Teachers will communicate regularly about student learning and grade level information by sending weekly newsletters to families.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

Classroom teachers will conduct daily morning meetings to facilitate social emotional learning and problem solving opportunities.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Campus newsletters will provide home connections to support classroom guidance counseling and social emotional well-being.



Prairie View Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	1%	3%
African American	5%	8%
Hispanic Latino	45%	49%
White	47%	36%
At Risk	59%	64%
Special Education	15%	22%
Economically Disadvantaged	54%	62%
Emergent Bilingual	30%	35%

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:

Monthly progress monitoring of all students in reading to analyze student progress and need and determine next steps.

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:

Monthly progress monitoring of all students in math to analyze student progress and need and determine next steps.

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:

Use of Principal's Book of the Month to build student connections to "life ready" through Leader In Me paradigms or habits and/or Emergent Tree core values.

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:

Principal will seek and respond to perception data from staff a minimum of 4 times throughout the year.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Campus PD and Team PLC topics will intentionally align to and support PVE goals, therefore equipping and empowering teacher ownership.

Priority 2.3: Retain

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

Campus Strategy:

Timely use of summative assessments via data protocols to determine instructional next steps (2/9 PLCs per quarter).

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 communication to empower parents to be involved in the educational process via grade level events, information about content/performance, attendance, LIM and Core Values.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

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

Priority 3.3: 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 ratio of acknowledgement to corrective feedback (tier 1 emergent tree); a minimum of 3 cycles of data collection, sharing, reflection, determining actionable steps



Roanoke Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	11%	13%
African American	6%	6%
Hispanic Latino	40%	44%
White	39%	33%
At Risk	53%	55%
Special Education	12%	17%
Economically Disadvantaged	30%	34%
Emergent Bilingual	36%	42%

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

Priority 1.1: Literacy

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

Campus Strategy:

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

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Students will set personalized goals in reading and math within a unit or module that they will track to promote ownership and growth. Students will check in with classmates and teachers weekly to reflect on their 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:

Expose students to different college and career options via teacher college spots, career day, and Ranger Day exposure.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

Build capacity in teachers and provide them a voice on the campus through decision-making in planning for staff education.

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:

Teams will share and celebrate successes based on their team goals at faculty meetings.

Priority 2.3: Retain

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

Campus Strategy

Provide intentional opportunities for faculty to expand and share their knowledge around topics they feel will better support students.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

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

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

We will provide consistent feedback on student behavior by utilizing behavior feedback systems to review and address behavioral data at weekly team meetings.

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:

Create a year-at-a-glance document for PTA and extra campus events, so that all stakeholders can ensure attendance.



Schluter Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	5%	6%
African American	12%	11%
Hispanic Latino	19%	21%
White	58%	55%
At Risk	29%	26%
Special Education	16%	22%
Economically Disadvantaged	16%	21%
Emergent Bilingual	5%	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:

Through intentionally planned PLCs, we will collaborate to track reading growth data, create flexible groupings, develop intentionally planned small groups which will support our campus goal of 80 percent of students reading on grade level or making a year's growth in reading.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Teachers will align their practices on progress monitoring of student growth and utilize this system to support individualized instructional opportunities as well as student-led goal setting conferences. These goals and tracking of the goals will be communicated regularly with parents to build the school-home partnership.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Through the development and implementation of our Student Well-Being Committee, we will have campus-aligned focus and topics of instruction for our daily Morning Meetings which will be utilized in each classroom to support growth in students' communication, social skills and interactions with others, and student success strategies. Additionally, there will be opportunities and resources for social skills reteach and individualized support needs.

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:

Based on teacher interests and personal goals, we will intentionally plan experiences and meetings for teachers new to NISD, Schluter, and/or their grade level. All teachers will be provided with continuous support, mentorship, guidance, and growth opportunities such as Mentor Meetings, Learning Walks, leadership opportunities, district coaching support, and PLCs. Additionally, leadership teams have worked to develop a Schluter Guidebook to better explain and outline the “Schluter Way” and where human and digital resources can be found.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Through intentionally planned PLC and Campus PD days, the campus will monitor growth and support needs for all students. Teams will be able to collaborate with support services staff such as our GT Specialist, MTSS Interventionist, Dyslexia Specialists, Behavior Interventionist, and Special Education Team in order to better align individualized support needs for students of each population. Additionally, teams will utilize time to collaborate vertically with grade level content teams.

Priority 2.3: Retain

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

Campus Strategy:

Through a shared calendar and support conversations, our campus Sunshine Committee, Campus Leadership Teams, Mentor Coordinator, PTA, and other outside community partnerships will collaborate to identify areas in need of support within the culture of our campus.

NISD Strategic Goal 3:

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.1: Engagement

Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Campus Strategy:

Through partnerships with PTA and our community, we will collaborate to develop events that are engaging and interactive to the members of our diverse community. We will ensure that communication is sent through multiple platforms such as social media and Parent Square to reach a larger scope of our families. We will promote and develop events that support the needs of our families - such as technology support and academic support from home. *Utilizing social media as a “window into the learning” happening on the campus.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

We will engage our families and community partners by increasing two-way communication regarding campus news, events, and volunteer opportunities utilizing multiple platforms. We will communicate timely and clearly opportunities for parent volunteers and Watch DOGS. We will seek feedback from families regarding ways that they want to be part of our campus community regularly.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Through the implementation of our Campus Behavior Support Framework which focuses on Tier 1 and Tier 2 behavior supports for teachers and students, as well as our Student Well-Being Committee, we will work to continue providing a culture of belonging for all students, staff and families. Additional opportunities for home support will be provided through a new addition of “The Counselor’s Corner” to our family newsletter. The “Counselor’s Corner” will support families in discussing and supporting the well-being and behavior needs of their students.



Sendera Ranch Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	4%	6%
African American	16%	22%
Hispanic Latino	22%	19%
White	53%	46%
At Risk	38%	43%
Special Education	18%	23%
Economically Disadvantaged	31%	38%
Emergent Bilingual	7%	10%

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

Priority 1.1: Literacy

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

Campus Strategy:

Teachers in grades K-3 will monitor students' text level progress using monthly assessment forms. All teachers in grades K-5 will collaborate with students to set and track individual goals in writing, reading, and math. These goal-tracking forms will be kept in students' daily take-home folders, allowing parents to view their child's progress and provide support at home.

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 in grades K-5 will implement a structured, cyclical goal-setting process with students in reading, writing, and math. After receiving training to ensure consistency, teachers will guide students in setting and tracking individual goals. Reading, writing, and math goal-tracking forms will be kept in daily folders, enabling parent involvement.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

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

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

SRE has a highly developed and intentional social media campaign that will promote, recognize, and celebrate staff members. This is designed to encourage current staff as well as shine a light on SRE as a positive and attractive workplace for future employees.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

All teachers will participate in a structured peer observation process, observing colleagues' teaching practices and engaging in reflective discussions afterwards. This cyclical learning process aims to enhance instructional practices, promote the sharing of effective strategies, and improve program coherence across grade levels and throughout the campus.

Priority 2.3: Retain

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

Campus Strategy:

SRE will implement weekly extended Professional Learning Communities (PLCs), giving grade-level teams more time for collaborative instructional design and data-driven discussions. These enhanced sessions will enable teachers to regularly analyze student data thoroughly, refine strategies, and develop targeted interventions, ultimately improving instruction and student outcomes across all grade levels.

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:

SRE fosters strong community partnerships through a variety of engaging events throughout the year, including musical programs, Longhorn Learning Night, Multicultural Night, Career Day, Open House, and Picnic with Peeps. These events, organized in collaboration with our PTA, celebrate learning, culture, and community spirit while providing opportunities for families to connect with the school and each other.

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:

School leadership will proactively engage with the school community through quarterly surveys of both staff and families. These surveys will seek constructive feedback on various aspects of school life, including areas of concern and suggestions for improvement.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

We will implement the Behavior Support Framework tier one strategies with fidelity to promote a positive, respectful environment conducive to learning and social-emotional growth.



Seven Hills Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	1%	.3%
African American	5%	6%
Hispanic Latino	32%	31%
White	60%	57%
At Risk	39%	35%
Special Education	17%	26%
Economically Disadvantaged	48%	50%
Emergent Bilingual	9%	11%

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

Priority 1.1: Literacy

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

Campus Strategy:

Literacy will be pervasive throughout all content area instruction. A consistent focus on literacy instruction aligned with the NISD Instructional Framework and curriculum will continue to be a priority, including promoting deep comprehension, vocabulary development, and the opportunity for written expression/response in all content areas, specifically the ECR/SCR/CER formats.

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:

We will respond to data at the campus, grade level, and individual student level, using the 4Dx framework to set team goals and TEK/skill-based goals for all students. Progress will be monitored quarterly for grade level team goals, and on four-week cycles for individual student goals using accountability structures such as WIG Sessions/State of the Campus. Progress

toward grade level and student goals will be communicated through campus scoreboards, student WIG sheets, Leadership Notebooks, student Data Splash Pages, and WIG Session (State of the Campus/Team/Student) celebrations.

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 provide students opportunities within and beyond the school day to find their voice and develop academic and personal leadership skills through involvement in enrichment and extension activities. Habit Huddle will provide an intentional time for skill building with the campus core values and campus behavior support framework (Lead Self: Be Safe, Lead Others: Be Respectful, Lead the Pack: Be Responsible) as part of the Emergent Tree framework, as well as the Leader in Me Leadership Competencies.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

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

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

We will develop a campus leadership pipeline by leveraging staff genius and interest in shared leadership opportunities. Campus systems and structures supporting teacher leader development include Action Team membership, PLC facilitation, Win-Win Wednesday session presenters, 7 Habits and 7 Minutes presenters, book studies, and professional development facilitators.

Priority 2.3: Retain

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

Campus Strategy:

We will provide opportunities for all staff to participate in job-embedded, tightly aligned professional learning to support high quality instruction. A coaching and feedback cycle will be used to provide staff with personalized learning and instructional modeling, while also informing campus based professional learning/development needs. State of the Campus will be implemented, providing the opportunity to learn from and with each other.

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 continue to redefine engagement in order to promote family and community partnerships for leadership development and academic achievement. A variety of engagement opportunities and platforms will be offered throughout the year in alignment with campus goals, core values, and leadership competencies. High leverage and new opportunities include, but are not limited to, Sharpen the Saw Clubs (student, parent, and community member leadership), Student Led Conferences, new student and family welcome programs, and a multi-cultural celebration. Platforms to engage families include the addition of Hills Highlight videos to inform families of campus practices, and Den Chats to engage families in leadership development beyond the school.

Priority 3.2: Culture

Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Campus Strategy:

We will recognize personal and group success for academic and leadership growth/achievement. Individual celebrations may include It's HOW we Lead letters home, Culture Cultivator recognitions, Woot Woot Wednesdays, and Lighthouse Leader nominations. Group celebrations may include Feedback board celebrations, WIG Session celebrations, and Honoring the Greatness in You ribbons. A celebrations menu will be implemented to offer voice and choice in how groups and individuals are recognized for achievements.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

We will continue to develop and implement systems for Tier 1 behavior support aligned with our core values and leadership competencies (Lead Self: Be Safe, Lead Others: Be Respectful, Lead the Pack: Be Responsible). We will begin to plan for Tier 2 behavior support aligned with the Emergent Tree Framework.



Lance Thompson Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	10%	14%
African American	5%	4%
Hispanic Latino	19%	18%
White	60%	57%
At Risk	31%	31%
Special Education	15%	22%
Economically Disadvantaged	7%	11%
Emergent Bilingual	0%	12%

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

Priority 1.1: Literacy

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

Campus Strategy:

Intentionally plan new early intervention opportunities for our students who are not where we expect them to be in their letter sounds and ID through the use of Mentor Students to practice with our K/1 students before school as their morning work and setting up intervention activities in the Quad for quick sessions.

Priority 1.2: Academic Progress

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

Campus Strategy:

Build a plan to support our teachers in their growth in our craft through unpacking TEKS of our lowest 5 TEKS in 3-5; vertical planning of our lowest 5 TEKS in 3-5; look at small group instruction during planning; use math coaches to refine our practices; and conduct Instructional Walkthroughs.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Students will get to see, learn, and ask questions about a variety of careers. We invite our families and community to participate in this day of exposure for our students. The goal is to show students a variety of opportunities out there for them.

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 are adding intentional, specific details to our social media posts to explain the great work and learning happening on 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:

All PLCs will use aligned agendas to ensure the learning cycles are being done with fidelity and will grow team effectiveness based on the Tuckman's learning curve.

Priority 2.3: Retain

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

Campus Strategy:

Opportunities on campus for staff to grow in leadership at the classroom, campus and district level through Coaching Cohorts, Instructional Leadership Team, Organizational Leadership Team, New Teacher Walkthrough, Emergent Tree Committee, Goal Setting Committee, and a Learning Focus professional development team).

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:

Backstage to Learning: This year we are using our social media to share with our community what happens at school including showing what teachers are learning during professional development, showcasing our students while they are filming Lion's TV, and spotlighting learning on 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:

All Staff will utilize Reach and Respond, Be awesome boards, and Core Value Matrix to teach and monitor Tier 1 student behaviors.

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 refine our campus communication based on OHI and campus feedback surveys through the redesign of Weekly Email to make it easier to find new information; develop a Campus Canvas course to house ALL information; and set clear expectations at the beginning of the years as a campus.



Thompson Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2022 - 2023	2023-2024
Asian	3%	3%
African American	16%	20%
Hispanic Latino	28%	29%
White	46%	40%
At Risk	41%	36%
Special Education	19%	25%
Economically Disadvantaged	37%	41%
Emergent Bilingual	8%	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:

Conduct 6 week data meetings to determine next steps for student growth. Teams will review student data from classroom walkthroughs, progress monitoring and goal commitments to develop plans.

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 engage in goal setting meetings with students and conduct progress monitoring to assess mastery.

Priority 1.3: College, Career, Military & Life Readiness

Our students will graduate life ready and prepared for success in career, college, or military service.

Campus Strategy:

Students will engage in meaningful activities from the Behavior Support Framework that support social-emotional learning, ownership of learning and responsible interactions with

others. Teachers will use our campus our T.R.A.I.L. guide to teach life readiness skills and help students make real world connections.

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.1: Recruit

Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Campus Strategy:

We will recruit, interview and support highly qualified teachers who meet the needs of our campus and provide a cohesive induction program through mentors or peer buddies for teachers with less than three years experience or who are new to the district .

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Campus Strategy:

Teachers will engage in PLCs centered around their professional growth and needs. District coaches and support staff will be used to provide targeted professional development.

Priority 2.3: Retain

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

Campus Strategy:

One on One meetings will be scheduled with administration. The meetings will allow staff an opportunity to share their professional needs, areas of growth and concerns.

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 support and promote the importance of PTA partnership. Our campus will collaborate with PTA to sponsor campus events and recruitment opportunities for parents.

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 Emergent Tree Reach and Respond strategies will be implemented to establish a positive rapport with students, build meaningful connections and to establish an environment of belonging.

Priority 3.3: Safety

Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Campus Strategy:

Implementation of campus-wide processes and systems will be utilized to ensure the safety of students during arrival and departure. Safety plans and reminders will be shared with our families through campus and teacher newsletters.