



CAMPUS IMPROVEMENT PLANS

September 22, 2025

Core Beliefs

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



Vision

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

Mission

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



Strategic Goals

1. Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.
2. Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.
3. Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.



Priority Objectives

PreK-12 Grade Literacy

Academic Progress

College, Career, Military and Life Readiness

Recruit, Value, and Retain Staff

Engagement

Culture

Safety



Strategic Planning Flowchart



Campus Improvement Plans

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



Basic Requirements

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

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



Comprehensive Needs Assessment

Includes:

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



Needs Assessment

Demographic Section:

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

Student Learning Section:

2025 EOY mClass	K	1	2	3	4	5
% On/Above Reading Level	%	%	%	%	%	%
% Met Growth Projection	%	%	%	%	%	%

**Add narrative here*

STAAR Data	2024 3rd Grade Reading	2025 3rd Grade Reading	2024 4 th Grade Reading	2025 4 th Grade Reading	2024 5th Grade Reading	2025 5th Grade Reading
% Approaches and higher	%	%	%	%	%	%

Grade Level & Test	2024 3rd Grade Math	2025 3rd Grade Math	2024 4 th Grade Math	2025 4 th Grade Math	2024 5th Grade Math	2025 5th Grade Math
% Approaches and higher	%	%	%	%	%	%



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

Problem Statement(s)

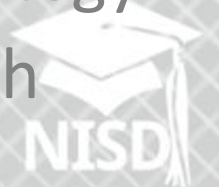
- Problem Statement** : Perception data shows that respect is experienced inconsistently, with parents and staff reporting strong levels of adult-student respect while students report much lower levels of respect among peers.
- Root Cause** : Students may lack a clear understanding of what respect looks like in daily interactions or the social-emotional skills needed to consistently demonstrate respectful behavior toward one another.



CIP Requirements

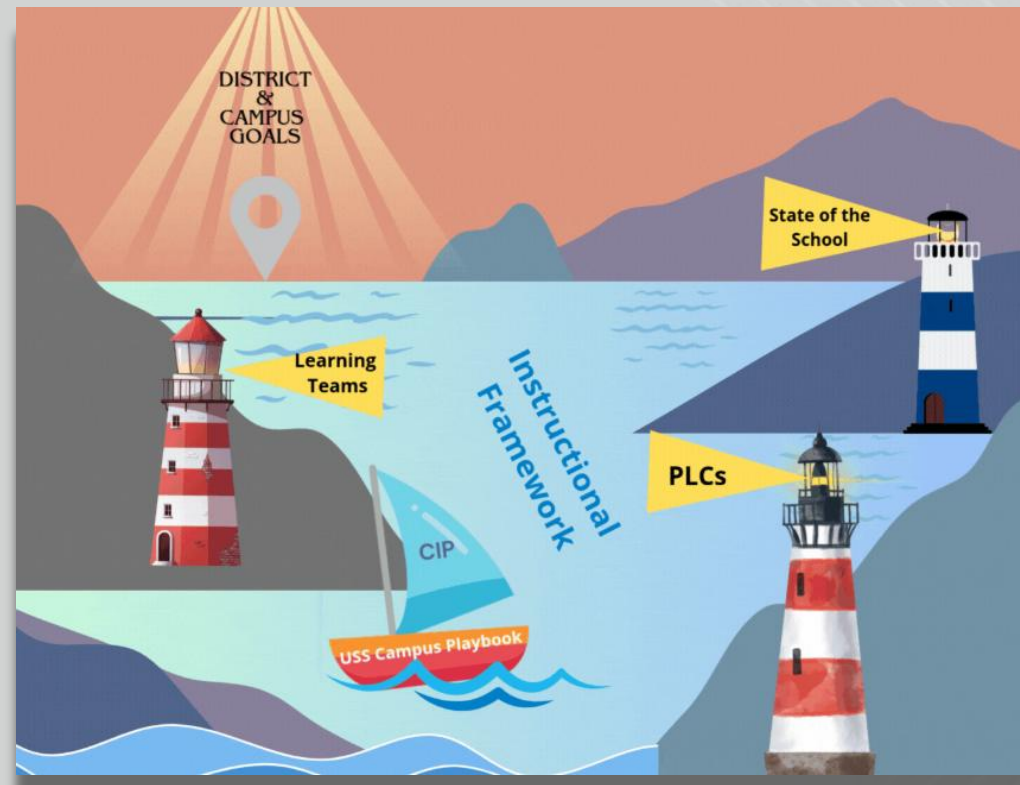
Includes:

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



Campus Goals

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



Strategic Goal 1 Measurable Goals:		
Literacy Growth & Achievement	Math Growth & Achievement	CCMR Growth & Achievement
Students will grow at least 2 points or maintain mastery based on their 2024-2025 performance on the RLA Constructed Response Distribution Chart.	<p>1.) 65% of students taking MAP will meet their projected growth measure.</p> <p>2.) Students will engage in self-monitoring and data tracking of their math progress, supported by teacher guidance. Students will maintain a data folder or digital portfolio including MAP scores, TEKS mastery checks, and goal-setting reflections. Teachers will conduct post assessment check-ins to support reflection, adjustment, and ownership of learning.</p>	By the end of the school year, 80% of students in Fine Arts, Elective, PE/Athletics, and CTE classes will demonstrate an increased understanding of how their elective coursework connects to future college, career, or military pathways by completing a class specific project (concerts, yearbook, student portfolio) that demonstrates a better understanding of what steps they can take in middle or high school to help them reach their post-secondary goals.
How We Will Measure Progress	How We Will Measure Progress	How We Will Measure Progress
<p>Students and teachers will have a data goal sheet, consistently tracking their writing achievement across subjects. Students will update goal progress quarterly and after district wide assessments that include writing prompts.</p> <p>Teacher will facilitate mini-conferences with students regarding goal progress. Conferences will occur quarterly with all students and twice quarterly with students whose 24-25 scores fell in the "Does not meet" category.</p>	<p>1.) MAP will be given 3 times per year - PLC's held after beginning and middle administration for Data Dive and next steps with instruction.</p> <p>2.) Additionally students will create and maintain individual data.</p> <p>3.) Staff will use MTSS and Assessment Analyzer to measure student progress</p>	Students will showcase understanding of the connections for future readiness throughout the year through their course specific class assignments and class participation.
Instructional Strategies We Will Use:	Instructional Strategies We Will Use:	Instructional Strategies We Will Use:
<p>Strengthen students' ability to write clear, evidence-based short constructed responses across all content areas by implementing a unified writing framework that emphasizes consistent terminology and structure to promote transferable literacy skills and deeper comprehension.</p> <p>Students will read at least 10 minutes a day.</p>	<p>Teachers will embed student reflection activities after each unit assessment</p> <p>Students will: Track their own performance on classroom assessments and MAP. Set short-term academic goals (e.g., "I will master integers by next Friday's quiz"). Reflect on learning strategies and outcomes using checklists, or data notebooks. Teachers will model how to interpret data and guide goal-setting conversations during conferences or group check-ins.</p>	Portfolio development, Cross curricular connections with reading and writing, public speaking practice, group collaboration, goal setting

Strategic Goal 2 Measurable Goals:	
Utilizing Learning Targets to Drive Instruction & Support Teachers in the Process	Utilizing Common Formative Assessments to Drive Instruction & Support Teachers in the Process
100% of teachers will write and post learning targets that clarify the learning objective in student-friendly language. This information will be regularly conveyed to students to express the intention of the day's activities and drive engagement through understanding.	100% of teachers will use formative assessments to check for understanding and drive instruction. Teachers will ensure they are using best practices through professional development. 100% of teachers will use formative assessments to identify gaps.
How We Will Measure Progress	How We Will Measure Progress
PLC Notes, showing how LT are created and success criteria used to monitor learning across all classes. Data from walk-throughs is showing. Lesson Plans will show evidence of Learning Targets and how they will be utilized throughout the lesson cycle	Attend all district professional development sessions. Teachers discretion on how to check for understanding every day to adjust their instruction in some way.
Instructional Strategies We Will Use:	Instructional Strategies We Will Use:
Have a student stand up and read the LT aloud for other classmates and discuss the goal for each day.	PLCs will create grade level common formative assess that will also be used as part of the success criteria within Learning Targets. Aggressive monitoring.

Strategic Goal #3 Measurable Goals:	
Behavior Framework: Skill Building w/ a Focus on Respect	Behavior Framework: Focus on Acknowledgments & Corrections
<p>This year, our campus-wide focus will be Cultivating a Culture of Respect among all stakeholders—students, staff, and families. We will promote this through:</p> <ul style="list-style-type: none"> - 100% Teacher Participation in Feedback Boards to model and reinforce respectful behavior. - Clear Expectations communicated to teachers, students, and parents. - Common Language for respectful interactions (e.g., "I understand"). - Ongoing Monitoring of progress using our Campus Behavior Management System. <p>By aligning around a shared vision of mutual respect, we aim to build a stronger, more supportive learning environment for all.</p>	Utilize Behavior Management system to track both Acknowledgments and Corrections for individual, grade level and school wide behavior concerns. This will also be communicated to parents weekly with statistics to help parents understand where their student is in correlation to their peers.
How We Will Measure Progress	How We Will Measure Progress
<ul style="list-style-type: none"> - We will monitor progress through our Campus Behavior Management System. - We will utilize Feedback Boards to monitor both classroom and grade level progress. - Reduction in Referrals. - Possibly a survey BOY, MOY & EOY - Utilize CAP data 	<ul style="list-style-type: none"> - Lower historic numbers of referrals/ISS/OSS assignments - Monitor Respect Matrix through periodic anonymous surveys.
Create Common Phraseology (I understand), utilize Behavior Management System, Campus wide Feedback Board goals, ticket system. Asking students questions, "How could you have been more respectful in your response?" "Why, How questions to help students reflect on choices all relates back to Be Respectful.	Utilize the Behavior Management System to both Acknowledge and Correct Student Behaviors. Utilize both individual and group reward systems to encourage the behaviors we want to see in our students.

Needs Assessment

District Priority Goals

Campus Goals

Performance
Objectives

Strategies





Schluter Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2023-2024	2024-2025
Asian	6%	7%
African American	11%	11%
Hispanic Latino	21%	21%
White	55%	52%
At Risk	26%	30%
Special Education	22%	24%
Economically Disadvantaged	21%	21%
Emergent Bilingual	10%	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:

Through intentional horizontal and vertical collaboration, we will deliver personalized learning experiences to foster literacy growth for every student. By tracking reading data, using flexible groupings, implementing reading challenges, aligning and scaffolding ECRs, and developing targeted small groups, we aim to ensure 80% of students read on grade level or make at least one 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:

Our campus will enhance foundational literacy and math skills by establishing individualized academic goals, consistently tracking progress, and actively partnering with families to support student achievement and 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:

Our campus will ensure students graduate life-ready by fostering strong communication, social, and success skills through purposeful instruction, targeted support, and opportunities for collaboration and personal growth.

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 campus will attract and welcome high-quality staff by showcasing our positive school culture and providing targeted support for staff through intentional onboarding, mentorship, and growth opportunities like Mentor Meetings, Learning Walks, district instructional coaching support, and PLCs.

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:

Our campus will invest in all staff through a culture of support, development, and empowerment by using student data and teacher voice to design meaningful professional learning, foster shared leadership, and meet instructional needs—positively impacting our learning community.

Priority 2.3: Retain

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

Campus Strategy:

Our campus will welcome and retain high-quality staff by building strong relationships, fostering a supportive and collaborative culture, and shifting from a focus on compliance to a shared commitment to student success and campus excellence through the development of a profile of a #Spurs4Life. Staff members will have additional opportunities to connect through Wellness Wednesday.

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:

To ensure our efforts are aligned with the evolving needs of our families, we will consistently gather feedback through surveys, informal conversations, event reflections, and PTA collaboration. This feedback will guide adjustments to programming and communication to ensure we are fostering a culture of inclusion, responsiveness, and continuous improvement.

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 intentionally use communication platforms as a “window into the learning” happening across our campus—highlighting campus instructional goals, showcasing student work, classroom celebrations, and campus-wide initiatives. This fosters transparency, builds pride, and brings the community closer to the daily educational journey of our 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:

100% of classrooms will explicitly teach and reinforce core values of respect, responsibility, safety, and kindness while equipping students with strategies to manage emotions. Through Morning Meetings, students will learn calming techniques and practice using standardized Break Boxes to support self-regulation. Additionally, the Kindness Club and campuswide lessons will foster a culture of care, ensuring students are safe, supported, and empowered to thrive.



Goals/Performance Objectives/ Strategies


Goals

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


Performance Objective 1: Literacy


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

Strategy 1 Details	Reviews			
<p>Strategy 1: Northwest High School will Increase 5% in Meets category in English I and II EOC scores. Strategy's Expected Result/Impact: ELA 1 and ELA 2 will meet weekly in PLCs utilizing a common PLC agenda focused on the 4 questions. During PLCs, teams will make adjustments based on lead data. Staff Responsible for Monitoring: Administrators, ELA Dept. Head Problem Statements: Student Learning 1, 2, 3 - School Processes & Programs 1</p>	Formative			Summative
	Nov	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Northwest High School will implement sustained Professional Learning Communities where teachers in each content area will meet weekly and with a common agenda focused on the 4 main questions Strategy's Expected Result/Impact: Teachers will be able to collaborate on the necessary components of curriculum and instruction, providing insight weekly on what needs to be adjusted. Staff Responsible for Monitoring: Principal and AP over department. Problem Statements: Student Learning 2</p>	Formative			Summative
	Nov	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Northwest High School will promote a school wide focus of "Writing a Little, A Lot." Strategy's Expected Result/Impact: With each teacher implementing this practice, each student will write academically, in each period, each day, which will promote continual practice for success. Staff Responsible for Monitoring: Teachers, APs over Subject, Principal Problem Statements: Demographics 1 - Student Learning 2</p>	Formative			Summative
	Nov	Jan	Mar	May

 No Progress

 Accomplished

 Continue/Modify

 Discontinue



Formative Assessment Checks


Goals


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Performance Objective 1: Literacy


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 No Progress

 Accomplished

 Continue/Modify

 Discontinue



2025-2026 Campus Improvement Plans



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Questions?

