



# Byron Nelson High School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 7%        | 7%        |
| African American           | 11%       | 11%       |
| Hispanic Latino            | 20%       | 21%       |
| White                      | 60%       | 58%       |
| At Risk                    | 22%       | 27%       |
| Special Education          | 9%        | 10%       |
| Economically Disadvantaged | 18%       | 18%       |
| Emergent Bilingual         | 6%        | 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:**

BNHS has developed a Disciplinary Literacy Framework designed to provide teachers with clear strategies that empower students to think critically, read purposefully, and communicate effectively within each content area. This framework is displayed in every classroom and will be consistently integrated into PLCs to support instructional planning and curriculum alignment.

### **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:**

All departments created SMART goals this year to narrow their focus. They shared these goals with the entire campus during Back2School. We will do additional sharing opportunity in January (MOY/PD) and in May (EOY/PD).

### **Priority 1.3: College, Career, Military & Life Readiness**

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

#### **Campus Strategy:**

BNHS is focused on ensuring that 95% of the 2026 graduating class achieves College, Career, and Military Readiness (CCMR) status, by implementing systematic structures that create multiple pathways for students to earn this designation, including TSIA testing, meeting SAT benchmark scores, CTE program completion, earned college credit, and military enlistment. Career Craft will be used to monitor progress toward this goal 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:**

Byron Nelson High School engages staff and the community to attract new members through social media and personal networks. Teachers are encouraged to share opportunities with colleagues in other districts, and paraprofessionals and guest educators are supported in pursuing future employment opportunities while serving on campus by gaining classroom experiences in their specific content areas to better prepare them for future teaching roles.

### **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 provides a platform for teacher voice in shaping campus staff development, fostering morale, and recognizing staff contributions. The team meets regularly throughout the year to address specific staff needs identified by their departments, with a consistent focus on enhancing school culture and strengthening the Bobcat learning community.

### **Priority 2.3: Retain**

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

**Campus Strategy:** Byron Nelson High School provides structured support for all new and new-to-district teachers through mentorship and ongoing guidance. Mentors and buddies, paired by the mentor coordinator, meet regularly with new staff, and targeted PLC planning days help strengthen curriculum understanding and implementation.

### **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 collaborate closely with our PTSA to support staff recognition, provide scholarships for seniors, and address the needs of student programs and teacher requests. After last year's significant increase in PTSA membership, our goal is to continue that growth with an additional 10% increase this 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 engage with stakeholders through multiple platforms, including BNHS Parent and Class Facebook pages, Instagram, Twitter, and ParentSquare. Our presence on BNTV has expanded to inform students about upcoming events, behavior expectations, and how to navigate StudentSquare. We also provide in-person opportunities to foster partnerships, such as the Bobcat Camp Parent Meeting, Byron Showcase, and parent conferences. New this year, the "Walk Your Schedule" event was highly successful, and we plan to further enhance it next year to meet community needs. I am also planning on offering a "Gold Card Member" private showing of our newly renovated Performing Art Center sometime in May 2026.

#### **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 when they have a need or concern for a peer. Behavior Framework posters are displayed throughout the campus to reinforce positive behavior, and Wellness Student Ambassadors provide student voice on specific mental health needs. Additionally, our SROs deliver BNTV segments on safety and security topics relevant to students.



# Eaton High School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024 - 2025 |
|----------------------------|-----------|-------------|
| Asian                      | 7%        | 8%          |
| African American           | 18%       | 18%         |
| Hispanic Latino            | 26%       | 26%         |
| White                      | 46%       | 43%         |
| At Risk                    | 43%       | 40%         |
| Special Education          | 12%       | 13%         |
| Economically Disadvantaged | 28%       | 29%         |
| Emergent Bilingual         | 7%        | 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 content area literacy focus goals and growth goals in English, Math, Science, Social Studies, & CTE.

### **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 percent of students CCMR Ready at time of graduation, with a focus on all areas of met including TSI, AP Scores, OnRamps, 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:**

Offer 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:**

Engage community social media interaction and targeted communication 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 community outreach moments and events, including Homecoming parade in the community, Trunk-or-Treat, Big Event, HBCU Night, etc.

#### **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 and advisory.



# Northwest High School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 3%        | 3%        |
| African American           | 13%       | 15%       |
| Hispanic Latino            | 31%       | 31%       |
| White                      | 49%       | 47%       |
| At Risk                    | 41%       | 47%       |
| Special Education          | 13%       | 15%       |
| Economically Disadvantaged | 38%       | 37%       |
| Emergent Bilingual         | 10%       | 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:**

Northwest High School will Increase 5% in Meets category in English I and II EOC scores with campus wide initiatives such as “Writing a Little A Lot” to improve literacy proficiency in all content areas, for all students.

### **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:**

Northwest High School will improve the Growth Score for Math, according to TEA Accountability (Domain 2A), on Algebra 1 EOC from 62 (D) to at least 68 (C) by the end of the 2025-2026 school year. This will include points earned from Accelerated Learners (HB4545).

### **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:**

By the end of 2025-2026, Northwest High School will increase the number of graduating students meeting CCMR criteria to 90%, with a specified addition of Texas College Bridge.

**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:**

Northwest High School will expand outreach by leveraging social media and professional networks that specifically connect with diverse educators, highlighting your campus's inclusive culture and growth opportunities.

### **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:**

Northwest High School will foster a culture of support and empowerment by providing personalized professional development, meaningful staff involvement in decision-making, and regular recognition of achievements. The campus will prioritize professional learning communities to promote growth and shared best practices. These efforts will strengthen staff impact on student success and the overall learning community.

### **Priority 2.3: Retain**

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

#### **Campus Strategy:**

Northwest High School will foster strong, supportive relationships through the effective professional learning community protocol as well as continual recognition through Texan of the Month and Texan "Yee Haw" shout outs. Will provide continuous professional development tailored to individual needs through feedback, walk through data, and researched based initiatives.

### **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:**

Northwest High School will use platforms like Parent Square, email, and other communication methods to foster understanding and partnership with our 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:**

At Northwest High School, we understand that building a strong culture comes through system accountability, recognition of members, and feedback sessions. We will provide those opportunities through surveys, continual interaction and observation, and promoting a general sense of community.

#### **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:**

At Northwest High School, we are establishing systems and structures that prioritize the safety of everyone, with a specific emphasis on ID verification. Our goal is to ensure that all individuals in the building have a rightful presence.



# 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:**

All middle and high school English Language Arts students assigned to SPC will complete a pre-assessment within the first three days of placement, focused on the components of a Short Constructed Response (SCR), elements of plot, and key literary terms. A corresponding post-assessment will be administered during the final three days of placement to measure growth and mastery in these areas. These assessments will provide teachers with actionable data to guide instruction, address learning gaps, and support students' successful reintegration into the general education setting. The target outcome is that 90% of students will score 75% or higher on the post-assessment, demonstrating meaningful academic progress by the end of their placement.

### **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:**

At the secondary level, to support academic growth and strengthen foundational math skills, students enrolled at the SPC will complete a pre-assessment upon entry and a post-assessment upon exit. These assessments, created and administered through Edugence, are designed to evaluate students' mastery of foundational knowledge and grade-level appropriate math skills. The assessments will target key standards and competencies aligned to each student's enrolled math course (e.g., Math 7, Algebra I, Geometry), ensuring relevance and instructional alignment. Progress will be monitored throughout the program using Edugence data tools to inform targeted instruction and interventions. The goal is for students to demonstrate at least a 20% increase in scores from pre-assessment to post-assessment, indicating meaningful growth in mathematical understanding. This strategy promotes data-driven instruction, reinforces critical math concepts, and supports student success in secondary mathematics.

### **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:**

Student progress will be closely monitored through an elective documentation sheet, which tracks each student's starting grade upon SPC entry and maintains a running grade throughout their placement for comparison at exit. Additionally, CTE courses and Spanish will utilize pre- and post-assessments to measure skill growth and mastery. This monitoring process will be strengthened through a partnership with home campus faculty, ensuring ongoing communication, collaboration, and consistency in instructional practices and expectations across campuses to better support student success.

The goal is to ensure that 90% of DAEP students will pass all elective classes with a grade of 70% or higher upon completion of their placement.

**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:**

By giving staff a meaningful voice in the planning and development of campus goals, we promote shared ownership and collective purpose. We cultivate leadership at all levels by providing opportunities for staff to lead initiatives, mentor peers, and contribute to decision-making. Additionally, we are intentional about recognizing and celebrating individual contributions and accomplishments, reinforcing the value each team member brings to our community. When staff feel truly valued, they are more engaged, motivated, and committed--making them far more likely to continue building their careers within our campus. Through these practices, we aim to create a thriving, inclusive environment where every team member feels respected, supported, and inspired to grow.

### **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:**

To foster consistent academic and behavioral expectations and promote continuous improvement, 100% of staff will engage in weekly PLC meetings throughout the school year with their subject-area counterparts. During these meetings, teams will collaboratively establish common expectations for academics and behavior, develop shared learning targets, a common student learning objective, and enhance content literacy practices.

Additionally, PLCs will focus on analyzing data to track student progress and monitor goal achievement. To support this work, a PLC dashboard has been implemented to document topics discussed, track goal progress, and identify necessary resources, ensuring transparency and accountability across teams. This strategy is designed to build a culture of collaboration, data-informed decision-making, and shared ownership of student success--fostering a positive learning environment where partnerships are formed, creativity is shared, and individual strengths and weaknesses are acknowledged and leveraged for collective growth across the learning community.

### **Priority 2.3: Retain**

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

### **Campus Strategy:**

We will actively promote and support staff members who demonstrate leadership capacity in alignment with our district's leadership pathway, encouraging professional growth and advancement. To strengthen our campus culture, we will continue to encourage teamwork, relationship building, and appreciation through an open-door policy with administration, monthly faculty meetings, collaborative PLCs, and weekly staff shout-outs. Additionally, all staff will be invited and encouraged to participate actively in campus planning and goal setting, ensuring that every voice is valued and contributes to the direction of our school. The resulting data will inform collaborative conversations and instructional adjustments during PLCs, faculty meetings, and State of the School presentations throughout the year. Additionally, these strategies promote a culture of leadership, collaboration, and continuous improvement--benefiting both staff and students alike.

## **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:**

Consistent monthly informational newsletters will be sent home to families, providing updates on schoolwide expectations, behavior initiatives, upcoming events, and celebrations. These newsletters are designed to strengthen home-school communication, promote transparency, and keep families actively engaged in their student's experience. These efforts will create a culture of connection,

accountability, and shared purpose, empowering students, staff, and families to thrive as active members of our school 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:**

Daily Morning Circles will be conducted in 100% of classrooms during 1st period, providing space for students to connect, reflect, and participate in restorative dialogue. Circle topics will include:

- Skill-Building Questions
- Character & Integrity Discussions
- Respect (Goal-Oriented) Prompts
- Problem-Solving Scenarios
- Social and Emotional Check-Ins

These efforts will create a culture of connection and shared purpose, empowering students, and staff to thrive as active members of our school community.

### **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 core values--Be Safe, Be Respectful, Be Responsible--will be explicitly re-taught every 4 weeks in secondary and every 2 weeks in elementary through advisory lessons. Additionally, these lessons are taught at an onboarding session during a student's first day at SPC. These lessons are designed to elevate student voice by allowing students to define and engage with the meaning and application of each core value.



## Steele Early College High School

### CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023 - 2024 | 2024 - 2025 |
|----------------------------|-------------|-------------|
| Asian                      | 7%          | 9%          |
| African American           | 14%         | 14%         |
| Hispanic Latino            | 29%         | 26%         |
| White                      | 46%         | 48%         |
| At Risk                    | 19%         | 17%         |
| Special Education          | 5%          | 6%          |
| Economically Disadvantaged | 23%         | 27%         |
| Emergent Bilingual         | 3%          | 1%          |

**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 learning 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:**

Effectively monitor students who are considered At-Risk, 504, Dyslexia, Special Education, Homeless, MTSS, EB, and/or require academic or social-emotional support. Teachers, Administration, and Counselor will identify students who are at-risk and develop progress monitoring action plans for learning success (Power Hour).

### **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 Seniors (100%) will graduate in 2026 meeting the Level One Texas state College or Career Readiness standard. 80% of Seniors graduating with Level Two CCMR (both college and career readiness).

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

### **Priority 2.1: Recruit**

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

#### **Campus Strategy:**

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

### **Priority 2.2: Value**

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

#### **Campus Strategy:**

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

### **Priority 2.3: Retain**

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

#### **Campus Strategy:**

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

## **NISD Strategic Goal 3:**

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

### **Priority 3.1: Engagement**

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

**Campus Strategy:**

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:**

Create a 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 building a positive, supportive, and engaging culture on campus. The 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. Behavior Framework Committee building connections, acknowledgements, and consistency on campus.



# Adams Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 5%        | 5%        |
| African American           | 17%       | 18%       |
| Hispanic Latino            | 27%       | 26%       |
| White                      | 46%       | 46%       |
| At Risk                    | 39%       | 42%       |
| Special Education          | 18%       | 20%       |
| Economically Disadvantaged | 27%       | 26%       |
| Emergent Bilingual         | 7%        | 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:**

Analysis of student formative assessment data in PLCs to identify gaps coupled with professional development on targeted content literacy strategies, instructional strategies, and the NISD Instructional Framework based on data analysis and content.

### **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:**

All teachers will participate in a year-long goal setting process with their students within their subject to help students create a goal to achieve one year's growth. Teachers will review student data from Common Formative Assessments, CBAs, Benchmarks, and MAP with their students regularly so students regularly 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:**

Provide lessons for students attempting high school credit courses that help them understand the importance of earning credits for graduation, how the courses they are taking fit into high school graduation plans, and how high school credit courses may affect GPA and post secondary opportunities.

**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:**

Leo Adams hiring committees will engage in welcoming, transparent, and rigorous hiring practices that model Leo Adams culture and expectations for potential employees and ensure that hiring committees search for and choose high-quality staff who align with Leo Adams and NISD expectations.

### **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:**

Evaluators will use a coaching model to help staff identify a development goal and provide frequent observations and feedback meetings targeted to support staff growth on their identified goal.

### **Priority 2.3: Retain**

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

#### **Campus Strategy:**

Recruit and encourage all staff to participate in campus-committees and campus leadership opportunities to provide them with the opportunity to provide input on initiative and procedures and support growth and leadership opportunities for the staff. Annually review committee and leadership

team participation to ensure all staff have an opportunity to participate in a variety of leadership 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:**

Partner with PTSA to plan and pilot a community wide evening event to host students, staff, families, and community members for a family movie night where the community can come together to enjoy a movie on the lawn, participate in fun activities, and provide opportunities for open dialogue, networking, and partnerships in a creative and relaxed setting.

#### **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:**

Increase our students' understanding of our core value of respect and build students' skills in demonstrating respect behaviors towards one another through explicit instruction on respect by all teachers in all contents.

#### **Priority 3.3: Safety**

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

#### **Campus Strategy:**

The behavior framework team will provide ongoing professional development regarding acknowledgements and feedback, tracking acknowledgments, and teacher self assessment on acknowledgement and corrections. The behavior framework team will review walkthrough data and teacher self assessment data to determine next steps and professional development opportunities to increase acknowledgments and support acknowledgments of respectful behavior.



# Chisholm Trail Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 3%        | 4%        |
| African American           | 12%       | 10%       |
| Hispanic Latino            | 37%       | 38%       |
| White                      | 45%       | 43%       |
| At Risk                    | 54%       | 60%       |
| Special Education          | 21%       | 25%       |
| Economically Disadvantaged | 48%       | 44%       |
| Emergent Bilingual         | 19%       | 16%       |

**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 utilize journals for writing in order to summarize, define vocabulary, write to process, reflect, or justify.

### **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 the lesson plans as defined by the Icde Rubric and implement it in their classes.

### **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:**

7th/8th graders who are taking high school credit classes will earn the credit.

**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 PLCs (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/Read Alouds.

**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 annually revisit and revise (if needed) the 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:**

100% of classrooms will teach the core values of safe, responsible, respectful.



# Medlin Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 11%       | 11%       |
| African American           | 5%        | 5%        |
| Hispanic Latino            | 20%       | 21%       |
| White                      | 61%       | 59%       |
| At Risk                    | 19%       | 23%       |
| Special Education          | 12%       | 12%       |
| Economically Disadvantaged | 14%       | 13%       |
| 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:**

We will embed literacy strategies in every subject through focused PLC collaboration, consistent use of graphic organizers and academic vocabulary, and targeted interventions to support student growth.

### **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:**

Staff will actively engage students and families in academic goal-setting throughout the year to drive both academic and personal 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:**

Medlin commits to: Expose students to careers, colleges, and military pathways. Teach life skills like goal-setting, time management, and financial literacy. Provide mentorship and advisory support to guide future planning. Monitor student growth toward post-secondary readiness.

**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 amplify staff voices through meaningful PLC discussions, goal-setting meetings, and surveys, while celebrating achievements and fostering a welcoming, inclusive environment to retain high-quality educators. Additionally, ongoing professional development and mentorship will support staff growth and job satisfaction.

**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:**

In addition to providing professional development that focuses on staff needs, Medlin will create opportunities for staff to lead initiatives, collaborate in decision-making, and contribute to campus improvement.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Medlin will foster strong, supportive relationships between administrators, teachers, and staff through regular check-ins, team meetings, and open communication. In addition, we will offer leadership and growth opportunities that allow staff to expand their skills and impact.

**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 will communicate transparently and consistently through multiple channels to keep the community informed and involved. In addition we will involve community stakeholders in planning and decision-making processes to strengthen trust and share ownership.

**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:**

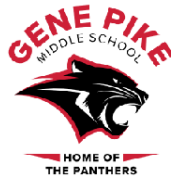
Medlin will leverage the Anti-Bullying Committee, Campus Improvement Plan Committee, PTSA, and Medlin Men to engage diverse voices in campus decision-making and initiatives. We will provide regular opportunities for students, staff, families, and community members to share feedback and contribute ideas to implement programs and activities that promote inclusion, respect, and positive relationships 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:**

Provide staff training and resources through the Emergent Tree Behavior Framework. Clearly communicate available support services to families and continue to grow our positive school culture and community involvement through our expectations of having safe, responsible, and respectful community members.



# Pike Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 4%        | 5%        |
| African American           | 11%       | 12%       |
| Hispanic Latino            | 26%       | 28%       |
| White                      | 55%       | 50%       |
| At Risk                    | 37%       | 48%       |
| Special Education          | 19%       | 21%       |
| Economically Disadvantaged | 31%       | 32%       |
| Emergent Bilingual         | 8%        | 9%        |

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

### Priority 1.1: Literacy

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

#### Campus Strategy:

Through intentional PLC work and collaborative team and departmental planning, we will integrate literacy strategies across all content areas, incorporating classroom tools such as graphic organizers, consistent vocabulary, and focused support and interventions.

### 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 work with classroom teachers to use a standard template in journals to track BOY, MOY, and EOY MAP data during student conferences, recording scores, growth, focus areas, strengths, and a visual graph.

### **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 meet with counselors twice each year--once per semester--to review their progress 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:**

We recruit and retain exceptional staff by using social media, career fairs, and personal outreach to share our Core Values and vision. To strengthen onboarding, we provide New to Pike presentations, mentor partnerships, welcome bags, staff recognitions, and NEF supply store support--fostering a positive, supportive culture rooted in 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:**

Teachers will receive ongoing support in meeting the diverse needs of students through the guidance and expertise of 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:**

New staff will be matched with experienced mentors through our buddy program. Administration will check in with new teachers periodically throughout the year. Staff surveys are included in every weekly newsletter to continually give the staff a chance to have their voices heard.

### **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:**

Pike Middle School will partner with PTA, and is working to establish a campus Watch D.O.G.S. chapter. Campus administration will also make visits to feeder pattern elementaries throughout the year to build relationships with future Panthers and their 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:**

Pike Middle School will keep an open line of communication with families and members of the community by having a strong relationship with our PTA, weekly "Family Tidbits" highlighting important information, monthly Coffee Talks with the administration, and an active presence on our campus Facebook page.

#### **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:**

Pike Middle School will foster student belonging and engagement by forming student and staff advisory committees that meet regularly to offer input on school policies, initiatives, and campus culture.



# Tidwell Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 8%        | 8%        |
| African American           | 12%       | 14%       |
| Hispanic Latino            | 21%       | 23%       |
| White                      | 58%       | 52%       |
| At Risk                    | 29%       | 37%       |
| Special Education          | 15%       | 20%       |
| Economically Disadvantaged | 24%       | 26%       |
| 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:**

At Tidwell Middle School, we will focus on strengthening student writing and the writing process by embedding writing opportunities in all content areas and calibrate our progress at least quarterly.

### **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:**

Content-level teams will create and teachers will implement a minimum of one common formative assessment (formal and/or informal) weekly and will utilize the data collected from those assessments to make instructional decisions in their lesson planning processes.

### **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:**

At Tidwell, we will increase the awareness of opportunities that students have and focus on building high-level executive functioning skills in our students to help increase the amount of HS-level credits

our students earn as well as increasing our application, interview, and acceptance rates into High School academies.

**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 establish a culture of belonging within our staff and our leadership teams will partner together to intentionally share our story and our commitment to high expectations through social media, career fairs, and personal outreach. We will utilize our mentor/buddy program to partner new-to-Tidwell teachers up to build supportive relationships and 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:**

As a school team, we are focusing on improving the Organizational Health of the staff by focusing on key aspects such as maintaining a strong Goal-Focus, open and two-way communication methods, and purposeful decision-making teams that enhance our problem-solving ability.

**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 positive and productive work centered around the PLC continuum for growth that results in meeting the campus achievement and growth goals for all students and especially our special focus areas.

**NISD Strategic Goal 3:**

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

**Priority 3.1: Engagement**

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

**Campus Strategy:**

Tidwell Middle School will create multiple opportunities for parents and community members to engage in our school campus events through PTA and campus-based activities such as Fine Arts, Athletics, and Curriculum 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:**

Tidwell will focus on building and maintaining a culture of respect through a variety of methods, such as ongoing Core Value lessons, celebrating students that meet the standard of respect, and creating ongoing opportunities for students, parents, and staff to model respect for all stakeholders.

**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:**

Tidwell will continue to implement the components of the Campus Behavior Framework through strengthening our Tier 1 instruction on the Core Values. We will focus on improving the rate and the connectedness of the feedback and acknowledgements provided to students.



# Wilson Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 4%        | 5%        |
| African American           | 22%       | 24%       |
| Hispanic Latino            | 28%       | 27%       |
| White                      | 43%       | 39%       |
| At Risk                    | 43%       | 61%       |
| Special Education          | 20%       | 25%       |
| Economically Disadvantaged | 38%       | 39%       |
| Emergent Bilingual         | 8%        | 9%        |

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

### Priority 1.1: Literacy

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

#### Campus Strategy:

Each day of the week a specific department will devote the 1st 10 minutes of class to silent 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:

Students will review their Beginning of Year (BOY), Middle of Year (MOY), and End of Year (EOY) MAP scores alongside their STAAR results to track growth in ELA, Math, and Science. Students will set personal academic goals and understand the specific point improvements needed to advance one performance level on STAAR assessments.

### **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 consolidated all CTE classes into a single wing and updated it with official NISD CTE branding. The wing now prominently displays high school CCMR opportunities and career pathway information throughout the CTE hallway year-round. CTE and LEAP teachers will also connect lessons to real-world careers, support student portfolios, and facilitate post-secondary goal-setting through cross-curricular projects and pathway discussions.

**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:**

Implement a social media recognition campaign that highlights Wilson teachers through weekly "Teacher Feature Tuesday" posts on social media showcasing innovative classroom practices and celebration posts for teacher achievements. Content is shared across Facebook and district platforms to demonstrate Wilson's culture of appreciation and professional excellence to the broader community.

### **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:**

Implement a comprehensive staff recognition program including peer recognition systems where staff can nominate colleagues for outstanding contributions, monthly "Teacher and Support Staff of the Month" awards highlighting exceptional performance across all school personnel, and unique printed badges displayed on classroom doors for teachers demonstrating excellence in innovation, collaboration, student impact, and community engagement.

### **Priority 2.3: Retain**

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

#### **Campus Strategy:**

Empower staff through meaningful participation in campus decision-making by having them serve on campus committees and providing regular opportunities for input on school policies, procedures, and initiatives that affect their work environment and student outcomes.

### **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 host monthly campus community walks where parents and community members can tour the campus, observe classrooms in action, and engage in informal dialogue with administrators and staff about school programs, initiatives, and student progress.

#### **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 host seasonal community events including Fall, Winter, and Spring dances, and Wilson Night Out events where all community members are invited to participate in fun activities, games, and celebrations that bring together students, families, and staff.

#### **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 Middle School will send parents a comprehensive student success indicator report every four weeks detailing their child's academic performance, behavioral progress, and social-emotional indicators, with clear guidance on how to contact counselors or administrators for additional support. How to access Canvas and other important information to help their child succeed.



# Worthington Middle School

## CAMPUS IMPROVEMENT PLAN SUMMARY

| Enrollment: 1204           | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 14%       | 15%       |
| African American           | 20%       | 20%       |
| Hispanic Latino            | 23%       | 23%       |
| White                      | 42%       | 37%       |
| At Risk                    | 42%       | 47%       |
| Special Education          | 15%       | 18%       |
| Economically Disadvantaged | 32%       | 32%       |
| Emergent Bilingual         | 13%       | 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:

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 and the support of small group instruction in ELA classes.

### 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 model and support student goal setting and monitoring of progress toward unit mastery, including anchoring daily goals through a learning target and assessing daily goals through formative assessments.

### 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, including grade level collaboration.

**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

|                            | 2024-2025 | 2025-2026 |
|----------------------------|-----------|-----------|
| Asian                      | 8%        | 7%        |
| African American           | 3%        | 3%        |
| Hispanic Latino            | 16%       | 14%       |
| White                      | 69%       | 71%       |
| At Risk                    | 14%       | 16%       |
| Special Education          | 16%       | 16%       |
| Economically Disadvantaged | 8%        | 6%        |
| Emergent Bilingual         | 5%        | 4%        |

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

### **Priority 1.1: Literacy**

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

#### **Campus Strategy:**

Our students will spend time in purposely planned writing across all subjects 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:**

Teachers will provide differentiated work for students in order to set students up to meet growth achievement goals for Reading and Math.

### **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 connect our Amazing Shake Challenge to career readiness skills. Students will use the Strive for Five skills we teach to work in careers that use the taught interpersonal 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:**

All staff will regularly update communication platforms to share positive news and events 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:**

Scheduled events throughout the year will be provided as structures of support for all staff to make intentional connections.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Through multiple outreach and recognition opportunities, our staff will feel connected to each other and our school.

**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:**

Educate and collaborate with families and community on the core beliefs and framework of Emergent Tree.

**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 OLT and ILT teams will utilize parent and student survey data to determine opportunities to improve awareness and/or refining processes around bullying and behaviors related to our core values.

**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:**

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



# Berkshire Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 22%       | 13%       |
| African American           | 22%       | 20%       |
| Hispanic Latino            | 27%       | 30%       |
| White                      | 34%       | 30%       |
| At Risk                    | 33%       | 43%       |
| Special Education          | 28%       | 31%       |
| Economically Disadvantaged | 40%       | 42%       |
| Emergent Bilingual         | 14%       | 20%       |

**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 use small group instruction to provide targeted skills instruction to all students. Through cycles of instruction and assessment, all students will grow in their literacy skills by receiving personalized instruction. 65% of students in our special education and Asian student groups will meet their projected growth targets on Reading MAP and Reading STAAR.

### **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 use small group instruction to provide targeted skills instruction to all students. Through cycles of instruction and assessment, all students will grow in their literacy skills by receiving personalized instruction. 65% of students in our special education and Asian student groups will meet their projected growth targets on Math MAP and Math STAAR.

### **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 participate in career exploration opportunities, including viewing CTE videos and a campus-wide Career Day.

**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 Staff Success Team will host regular events to celebrate and uplift our staff. Staff will feel appreciated and our Staff Success Team will host events 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:**

Professional learning will be intentionally planned through cycles of PLCs and staff development that impacts all students, utilizing formative assessment strategies and other high-yield approaches. Professional learning will be aligned to the needs of students and teams to increase achievement.

### **Priority 2.3: Retain**

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

#### **Campus Strategy:**

Each "Success Team" will complete identified tasks to address opportunities to enhance Student Achievement, Behavior/Emotional Success, Staff Success, and Family Success. Our staff will have increased collective efficacy towards student achievement, family/community involvement, staff culture, and behavioral/emotional 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:**

We will strengthen our community engagement through quarterly family events and our Watch D.O.G.S. program. We will see an increase in attendance at events and higher participation in 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:**

100% of classrooms will utilize a daily Morning Meeting with a weekly “Respect” topic. Relationships among students and between the student and teacher will be strengthened, reducing bullying allegations and increasing respectful behavior.

**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 increase our acknowledgements utilizing Paw PRIDE boards so we fill our school-wide PAW Pride at least 3 times this school year. Positive behavior will be recognized and acknowledged, increasing a positive culture.



# Carter Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 9%        | 8%        |
| African American           | 22%       | 24%       |
| Hispanic Latino            | 22%       | 22%       |
| White                      | 37%       | 36%       |
| At Risk                    | 39%       | 42%       |
| Special Education          | 21%       | 29%       |
| Economically Disadvantaged | 38%       | 40%       |
| Emergent Bilingual         | 14%       | 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:**

Providing teachers professional development that helps them both plan and deliver lessons that will engage their students. Increase staff awareness on sub pops (specifically our economically disadvantaged students) and the value of looking at this information and the impact on planning and delivering 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:**

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 continuous support, guidance, and assistance for our new teachers to Carter Elementary. Also include district support specialists to provide another layer of support.

**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 collaborate and participate in PLC's with the district's instructional support staff for a minimum of three times per year in order to receive direct district coaching/support.

**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 is not limited to safety drills, on-sight security guard and regular OLT (Operations Leadership Team) meetings.



# Cox Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 15%       | 15%       |
| African American           | 13%       | 13%       |
| Hispanic Latino            | 17%       | 18%       |
| White                      | 49%       | 49%       |
| At Risk                    | 24%       | 27%       |
| Special Education          | 22%       | 25%       |
| Economically Disadvantaged | 19%       | 16%       |
| Emergent Bilingual         | 15%       | 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:

Establish regular cycles where teachers analyze MAP and mCLASS results to adjust instructional strategies, groupings, and supports.

### 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:

Use formative assessments weekly to identify skill gaps and reteach as needed.

### 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:

CCMR opportunities will be provided through campus events for students and families to gain awareness for when they enter middle school.

**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 regular staff climate surveys and focus groups to ensure voices are heard and improvements are made.

**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:**

Review grade level/department 30 day 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:**

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:**

Conduct a parent book study to empower parents to use strategies that support our Tier I behavior framework.

**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:**

Collect and analyze community input to measure satisfaction and identify areas 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:**

Maintain updated safety protocols, clean facilities, and secure campuses to protect student and staff health.



# Curtis Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 27%       | 29%       |
| African American           | 21%       | 22%       |
| Hispanic Latino            | 19%       | 20%       |
| White                      | 27%       | 24%       |
| At Risk                    | 47%       | 53%       |
| Special Education          | 23%       | 23%       |
| Economically Disadvantaged | 39%       | 40%       |
| Emergent Bilingual         | 31%       | 33%       |

**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:**

Implementation of a daily WIN (What I Need) time in 2nd-5th grade to meet the varied literacy needs through intervention and extension opportunities.

### **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 use district and campus assessments to set and monitor goals aligned to their individual academic levels and grade level goals at least 4 times per year.

### **Priority 1.3: College, Career, Military & Life Readiness**

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

#### **Campus Strategy:**

Teachers will engage students daily in structured morning meetings (Legend Time) that focus on developmentally appropriate social-emotional and behavior skills 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:**

Once per month, teachers will participate in personalized professional development during the campus SEED (Share, Explore, Engage, Discover) meeting. Topics will be selected based on teacher-identified needs and presented by teacher leaders, allowing staff to learn directly from peers and apply strategies in their classrooms.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Implement leadership opportunities on campus by creating teacher-led committees and decision-making teams to ensure a broader range of staff voices are included in campus-level planning and decision-making processes.

**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 a variety of parent involvement opportunities that allow families to select engagement options that best fit their individual needs, interests, and schedules.

**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 weekly assemblies (Legend Rally) for staff, students, and parents to celebrate students who exemplify good character traits, core values, and Legendary Leadership to foster unity, pride, and reinforce positive behavioral expectations campus-wide.

**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:**

Embed Emergent Tree skills instruction, the Character Strong curriculum, and monthly RESPECT lessons into morning meetings (Legend Time) to strengthen social-emotional learning, reinforce core values, and promote positive behavior across the campus.



# Daniel Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2024-2025 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 20%       | 22%       |
| African American           | 8%        | 9%        |
| Hispanic Latino            | 20%       | 19%       |
| White                      | 46%       | 44%       |
| At Risk                    | 22%       | 37%       |
| Special Education          | 19%       | 23%       |
| Economically Disadvantaged | 4%        | 10%       |
| Emergent Bilingual         | 15%       | 22%       |

**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 98% 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:**

100% of K-5 classrooms will utilize the CTE videos to help students gain an awareness of the opportunities they will have when they enter MS.

**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 continue a culture of support where teachers have a voice and provide differentiated professional development opportunities to build capacity in each staff member, so they feel valued and empowered.

**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

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 6%        | 7%        |
| African American           | 10%       | 9%        |
| Hispanic Latino            | 20%       | 20%       |
| White                      | 57%       | 56%       |
| At Risk                    | 28%       | 31%       |
| Special Education          | 20%       | 26%       |
| Economically Disadvantaged | 27%       | 23%       |
| 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:**

Regularly track student progress to ensure instruction is effective and adjust as needed to meet the individual needs as needed to promote a full year's growth.

### **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:**

Partner with academic coaches to conduct in-depth data analysis of students who are not making a year's worth of growth in all content areas. Utilize insights from the Lead4ward Data Series webinars to guide PLC discussions, strengthen teacher training, and provide targeted instructional strategies that support teachers in meeting the individualized academic goals of every student.

### **Priority 1.3: College, Career, Military & Life Readiness**

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

#### **Campus Strategy:**

Utilize the emergent tree walkthrough data to identify one campus-wide improvement focus each semester (e.g., increasing positive feedback about safety), and share the plan with staff during staff meetings and through a Smore/email update.

**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 create a culture of belonging and professional growth by providing mentoring for new teachers, recognition programs that celebrate excellence, and ongoing professional development opportunities that highlight teacher strengths and encourage retention of high-quality 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:**

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:**

This year's theme, Team Granger-ALL IN, helps staff develop meaningful relationships with one another. We truly support one another personally and professionally. We have organized monthly social events for staff to foster personal relationships outside of school.

**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:**

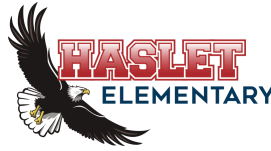
Implement a student-led club initiative that empowers students to design and lead their own clubs. Students will identify their interests, recruit a teacher sponsor, create informational materials, and manage club activities. This process fosters a sense of ownership, encourages student voice, and strengthens connections among students, staff, families, and the broader community.

**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:**

Morning meetings will be aligned to our Wrangler Way expectations, Dan St. Romain lessons, and PurposeFull people. These lessons will be integrated throughout the day in all classes. 100% of classroom teachers will integrate a respect-focused discussion during morning meetings at least once per week, with check-ins through lesson plans or a monthly self-report form.



# Haslet Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 14%       | 20%       |
| African American           | 11%       | 9%        |
| Hispanic Latino            | 19%       | 20%       |
| White                      | 49%       | 45%       |
| At Risk                    | 30%       | 37%       |
| Special Education          | 27%       | 28%       |
| Economically Disadvantaged | 19%       | 17%       |
| Emergent Bilingual         | 15%       | 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:**

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. Common formative assessments will be utilized to guide instruction for small groups. 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:**

100% of K-5 classrooms will utilize the CTE videos to help students gain an awareness of the opportunities they will have when they enter middle school.

**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:**

100% of teachers will use a developed strategy to track and calculate how often we are recognizing students for being respectful.

**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:**

Develop and implement a system to clearly communicate campus goals and progress with all stakeholders (students, staff, families, and community) through newsletters, campus displays, and digital platforms to ensure shared understanding and collective ownership of student success and well-being.



# Hatfield Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 10%       | 11%       |
| African American           | 20%       | 18%       |
| Hispanic Latino            | 27%       | 28%       |
| White                      | 37%       | 35%       |
| At Risk                    | 40%       | 45%       |
| Special Education          | 27%       | 30%       |
| Economically Disadvantaged | 29%       | 28%       |
| Emergent Bilingual         | 21%       | 22%       |

**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:**

Hatfield will intentionally focus on lifting the quality of student writing by supporting teachers with targeted professional development and designing a common set of campus core beliefs related to 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:**

Hatfield will design purposeful intervention time to include enrichment for higher achieving students and support for Tier 2 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:**

Each Hatfield classroom will conduct a Morning Meeting three days per week that is aligned 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 will continue to refine its Professional Growth Network program, which provides teachers opportunities to meet in cross-grade level teams to discuss campus and professional issues.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Hatfield will increase the number of teachers to be involved in curriculum writing, leadership pathways, and various campus-based committees such as the Behavior Support Framework.

**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 will continue to develop & refine its WatchDOG program to encourage more male role models to volunteer 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:**

Hatfield will continue to refine its implementation of the Behavior Support Framework, with a focus on campuswide fidelity to Tier 1 supports for teachers and 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:**

Hatfield will work toward increasing students' sense of belonging and connection by improving respectful behavior among students.



# Hughes Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 6%        | 7%        |
| African American           | 17%       | 20%       |
| Hispanic Latino            | 29%       | 25%       |
| White                      | 42%       | 40%       |
| At Risk                    | 36%       | 39%       |
| Special Education          | 21%       | 23%       |
| Economically Disadvantaged | 44%       | 46%       |
| Emergent Bilingual         | 11%       | 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:**

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:**

All teachers in grades 3rd, 4th, & 5th will utilize quick checks to analyze data across the grade level as a formative assessment to inform instructional plans and small group intervention.

### **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:**

Hughes elementary students will participate in career informational activities including a career day in the Fall and career exploration lessons in morning meetings in the spring. Fall Career Day focus is

"Pathway to your Legacy" where Hughes students will learn from high school and college students about their pathways to success.

**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:**

Utilize 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 once 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:**

Show consistent value to staff by utilizing Strengths Finder, weekly planning times, monthly PLCs, Celebration Meetings, Hawk Shout Outs, Staff of the Month, and monthly staff appreciation and engagement 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:**

Clear communication with all stakeholders will occur through weekly teacher newsletters, monthly principal newsletters, and regular social media posts to build a strong partnership between the school and the home.

### **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 acknowledgement boards will reflect at least 60% of all acknowledgements aligning to the core value of Respect. We will accomplish these goals by providing explicit character trait instruction, daily morning meetings, and cabin system focused on Respect, Responsibility, Fairness, Caring, Trustworthiness, Honesty, Cooperation, and Kindness. Emergent Tree strategies will be implemented in 100% of classrooms focused on being Safe, Respectful, Responsible.

### **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 Communities in Schools Program, Watch Dogs, Title 1 Engagement Committee and Parent Engagement Committee to ensure a strong partnership between the school and the home that can successfully support students' needs.



# Justin Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 15%       | 3%        |
| African American           | 13%       | 6%        |
| Hispanic Latino            | 17%       | 22%       |
| White                      | 49%       | 64%       |
| At Risk                    | 27%       | 32%       |
| Special Education          | 22%       | 26%       |
| Economically Disadvantaged | 19%       | 28%       |
| Emergent Bilingual         | 15%       | 9%        |

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

### **Priority 1.1: Literacy**

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

#### **Campus Strategy:**

We will conduct Data PLC's after CBA's and major assessments to examine growth for our special education and economically disadvantaged student 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:**

Meet quarterly with SPED/Gen Ed teachers. Admin and SPED Admin to support students and teachers in helping close gaps in 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:**

Students will engage with CCMR videos throughout the school year to bring awareness to CCMR.

**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 administer periodic surveys to measure staff satisfaction, and results will be evaluated based on response rates, trends over time, and the percentage of staff reporting satisfaction at "agree" or "strongly agree" levels on key survey items.

**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:**

Partner with Horace Mann to award a monthly Crystal Apple to a staff member who exemplifies the Jaguar Way. Staff members will nominate and vote on peers, with the winner recognized publicly each month.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Use surveys and listening sessions to gather feedback on schedules, PD, and climate.

**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 ParentSquare, newsletters, social media, and JIT to share updates while also providing feedback loops (surveys, quick polls, suggestion forms).

**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:**

Reinforce the Jaguar Way (Safe, Respectful, Responsible) and the Purple Hand Pledge to promote positive 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:**

Implement Jaguar Way PBIS framework, Brag Boards, SEL integration, mentoring, and peer supports.



# Lakeview Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023 - 2024 | 2024-2025 |
|----------------------------|-------------|-----------|
| Asian                      | 8%          | 9%        |
| African American           | 3%          | 2%        |
| Hispanic Latino            | 16%         | 14%       |
| White                      | 69%         | 69%       |
| At Risk                    | 13%         | 20%       |
| Special Education          | 25%         | 29%       |
| Economically Disadvantaged | 7%          | 7%        |
| 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:**

Students will respond in writing twice a week using grade-level standards, expectations, and content-specific vocabulary in each content area.

### **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 be challenged at their academic level during small group instruction based on formative assessment data at least twice a week in Math and Language Arts.

### **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 teachers will implement goal-setting with students using data-driven action steps to improve academic performance. Students will review and reflect on goals at least once per six weeks.

**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 establish a consistent staff-recognition process that celebrates individual and team contributions 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:**

During monthly alignment PLCs, at least one teacher will share instructional and/or behavioral strategies that can improve the learning community.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Each month a different team will create intentional opportunities to support campus-wide team-building 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:**

Each team will create one opportunity to partner with community members/businesses to interact with students based on curriculum needs; providing real-life and relevant experiences based on TEKS.

**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 designate class time for students to create slides to share their culture, travel experiences and achievements with their classmates.

**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:**

All classrooms will conduct daily carpet time morning meetings in order to establish a safe, respectful, and responsible learning community.



# Clara Love Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 2%        | 2%        |
| African American           | 16%       | 15%       |
| Hispanic Latino            | 30%       | 35%       |
| White                      | 44%       | 38%       |
| At Risk                    | 53%       | 45%       |
| Special Education          | 23%       | 26%       |
| Economically Disadvantaged | 54%       | 52%       |
| Emergent Bilingual         | 12%       | 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:**

We will align our ILTs, campus walkthroughs, PDs, PLCs and coaching cycles to our top 4 instructional focuses: responsive instruction, intentional planning, consistent procedures and routines and goal setting.

### **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 four (including responsive instruction) and Behavior Framework. Feedback is directed towards student data, learning target, and misconceptions.

### **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 host "Clara Day" every year to form a tradition so that we can increase student engagement while connecting to our stakeholders and community.

**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:**

Because of our changing population, new teachers to education, and forming of new teams, our grade level teams will continue to meet weekly to backwards design, data dive, focus on our new top four instructional focus points, 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:**

Returning and new teachers will receive quarterly PLC check ins and coaching cycles over intentional monitoring, 9 minute challenge, responsive small group practices and intentional support during planning for our new ELA curriculum.

**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. We will continue to adapt to new curriculum while being responsive to students' data.

**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 two strategies with fidelity, meet with PTA to plan community events, reboot our committees with shared expectations and continue with new 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, InLovestruction, 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 for the 2nd year and implementing Speeding to Read to enhance literacy across the community.



# Nance Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 6%        | 7%        |
| African American           | 20%       | 19%       |
| Hispanic Latino            | 26%       | 26%       |
| White                      | 40%       | 40%       |
| At Risk                    | 32%       | 39%       |
| Special Education          | 33%       | 37%       |
| Economically Disadvantaged | 39%       | 39%       |
| Emergent Bilingual         | 12%       | 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:

85% of students will demonstrate grade-level writing proficiency by producing compositions with a clear topic, supporting details, and accurate use of content-specific vocabulary in at least three out of four content-area writing samples, as measured by a campus writing rubric.

### 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:

85% of students will demonstrate proficiency on three identified Mathematical Process Standards, as measured by performance on a campus-developed 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:

100% of staff will consistently hold students accountable to the Core 4 expectations -- being polite, greeting others, demonstrating efficiency, and taking initiative -- in order to foster a positive and productive campus culture.

**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 strengthen a culture of professional growth and support by providing regular opportunities for staff to recognize one another, celebrate accomplishments, and engage in collaborative learning to continually improve instructional practice.

**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 Elementary PLCs will be intentionally planned and facilitated through the lens of the four guiding PLC questions in order to strengthen collaboration, align instruction, and ensure student learning is the focus of all team discussions.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Nance Elementary PLCs will meet consistently to build teacher capacity within content areas and collaboratively plan for PLC and campus next steps, ensuring instructional alignment, effective use of data, and continuous improvement in student 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:**

Nance Elementary staff will intentionally plan and implement opportunities to showcase the cultural richness of the campus in order to celebrate diversity, strengthen student identity, and build connections with families and the broader 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:**

Nance Elementary will continue to engage a parent and community advisory committee that meets regularly throughout the year to provide feedback on campus initiatives and collaboratively plan for future needs, strengthening school-family-community 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:**

Nance Elementary will provide family and community education opportunities that are responsive to identified needs, supporting parents and community members in actively engaging with and contributing to student success.



# Perrin Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | As of 8.16.24 | 2024-2025 |
|----------------------------|---------------|-----------|
| Asian                      | 1%            | 12%       |
| African American           | 20%           | 21%       |
| Hispanic Latino            | 28%           | 26%       |
| White                      | 35%           | 35%       |
| At Risk                    | 38%           | 53%       |
| Special Education          | 18%           | 27%       |
| Economically Disadvantaged | 30%           | 41%       |
| Emergent Bilingual         | 18%           | 27%       |

**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 engage in highly effective lesson planning focusing on how lessons will be taught-planning for questioning, misconceptions, instructional strategies, engagement strategies, and annotate lessons.

### **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 analyze student data regularly to inform instruction, adjust lessons, and provide targeted support to ensure all students make measurable 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:**

100% of K-5 classrooms will utilize the CTE videos to help students gain an awareness of the opportunities they will have when they enter Middle School

**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 coaching support to hone teaching practices, effectiveness, and acclimate to a new district 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:**

Teachers will engage in extended planning sessions before the beginning of each quarter to unpack TEKS, review assessments, and develop long-range instructional plans.

**Priority 2.3: Retain**

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

**Campus Strategy**

Teachers will receive job embedded support through learning labs and coaching.

**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 engage families in two-way dialogue to support student success using at least 2 structured conversations to listen, learn, and partner with 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:**

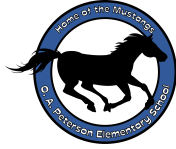
Teams will partner with district coaches and Campus Instructional Teacher for job-embedded professional learning to hone their craft based upon research-based practices to increase student learning and application of skills.

**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:**

Students will engage in daily morning meetings and monthly guidance lessons to explicitly teach social-emotional skills.



# Peterson Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 11%       | 9%        |
| African American           | 20%       | 20%       |
| Hispanic Latino            | 28%       | 27%       |
| White                      | 36%       | 35%       |
| At Risk                    | 39%       | 43%       |
| Special Education          | 21%       | 29%       |
| Economically Disadvantaged | 43%       | 43%       |
| Emergent Bilingual         | 18%       | 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 incorporate writing into all content areas focused on students being able to formulate a claim and provide reasoning and evidence to support their claim.

### **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 common formative assessments within their PLCs and use them throughout each lesson to monitor student understanding and make 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:**

100% of K-5 classrooms will utilize the CTE videos to help students gain an awareness of the opportunities they will have when they enter Middle School.

**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:**

Teachers will have opportunities for parents to volunteer throughout the 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:**

Teachers will teach a lesson each month on respect focused on respect for one another, staff, and our 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:**

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



# Prairie View Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 3%        | 3%        |
| African American           | 8%        | 9%        |
| Hispanic Latino            | 49%       | 49%       |
| White                      | 36%       | 33%       |
| At Risk                    | 64%       | 64%       |
| Special Education          | 22%       | 23%       |
| Economically Disadvantaged | 62%       | 62%       |
| Emergent Bilingual         | 35%       | 38%       |

**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:**

Regularly analyze student assessment data (benchmark, formative, and summative) to identify literacy gaps and trends.

Use data to group students for targeted instruction based on specific skills or TEKS standards.

### **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:**

Use beginning-of-year and district/formative assessments to set individualized growth goals in math and literacy for each student. Monitor progress every 3-6 weeks and adjust instruction as needed.

**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:**

Emergent Tree practices in classrooms that support being Safe, Respectful, and Responsible in every area. The program builds accountability and responsibility in individual students and the campus as a whole.

**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:**

Consistently highlight the campus events, campus goals, beliefs, celebrations, and community engagement on social media and our campus 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:**

Campus wide focus on The BIG 3: 1. Become experts of our students, 2. Become experts of our curriculum 3. Become experts of best practices and all professional development, staff activities, and campus events will be connected to the 3.

**Priority 2.3: Retain**

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

**Campus Strategy:**

Gallup Strength Finders assessment for all staff. Each individual top 5 are used in individual and group discussions to build trust, understanding, and purpose through evaluating what each unique strength brings to the teams and 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:**

Increase school pride in staff, students, and families through spirit days, academic performance celebrations, highlights on social media, participation in state and local activities (TEPSA student council, UIL, DI) and create a campus house system placing students in Nests.

**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 utilize a Parent Engagement Committee and host an event each quarter for families to give input directly to the admin.

**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 and monitor an Emergent Tree behavior support program aligned across the campus with 100% of classrooms using Reach and Responds, Core Values, Safe , Respectful, Responsible language and skills, CAST Boards and whole school celebration boards.



# Roanoke Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 13%       | 12%       |
| African American           | 6%        | 6%        |
| Hispanic Latino            | 44%       | 43%       |
| White                      | 33%       | 33%       |
| At Risk                    | 55%       | 55%       |
| Special Education          | 17%       | 19%       |
| Economically Disadvantaged | 34%       | 34%       |
| Emergent Bilingual         | 42%       | 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:**

During the 25-26 school year, in each Module/Unit, teachers will explicitly teach three related academic words by having students record and interact with them in their journals during the reading/writing block.

### **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:**

During the 25-26 school year, 75% of students will demonstrate at least one year's growth in math, as measured by grade-level appropriate data (e.g., MAP/District Benchmarks), and through the implementation of skill-based small groups identified as the focus TEKS, determined by the Math cohort.

### **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:**

During the 2025-2026 school year, RES will increase family engagement in CCMR by providing at least two opportunities throughout the year for families to share and display their backgrounds and career choices.

**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:**

Teachers at RES have a voice in various committees, and the connection to the campus comes from a place of collective decision-making in monthly meetings.

**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:**

ILT members will learn and turn out high-yielding instructional strategies from the ILT meeting, demonstrating a support system that carries across the campus and is evaluated through walk-throughs and student work.

**Priority 2.3: Retain**

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

**Campus Strategy**

Some teachers are permitted to attend a THINK conference to expand their own learning and understanding of the content they teach, and/or the teachers will demonstrate a connection to learning via the cohorts.

**NISD Strategic Goal 3:**

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

**Priority 3.1: Engagement**

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

**Campus Strategy:**

The campus will hold monthly coffee corners, look for sponsors and community partnerships through PTA, and hold events that support community ideals.

**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 campus will partner with PTA to create one voice for every child, to ensure that all children are represented at the PTA level for campus events and 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:**

The campus will provide monthly positive feedback to EACH student, ensuring that we align and improve the feedback ratio as outlined by the Emergent Tree.



# 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:**

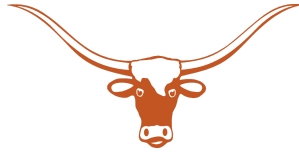
We will intentionally use communication platforms as a “window into the learning” happening across our campus—highlighting campus instructional goals, showcasing student work, classroom celebrations, and campus-wide initiatives. This fosters transparency, builds pride, and brings the community closer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



# Sendera Ranch Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 6%        | 6%        |
| African American           | 22%       | 26%       |
| Hispanic Latino            | 19%       | 19%       |
| White                      | 46%       | 41%       |
| At Risk                    | 43%       | 47%       |
| Special Education          | 23%       | 28%       |
| Economically Disadvantaged | 38%       | 44%       |
| Emergent Bilingual         | 10%       | 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 continue our focus of writing across the curriculum to deepen student comprehension and reasoning. Students will write daily in all content areas, engage in peer and self-reflection, and track their progress through journals. This consistent practice will build reading stamina, vocabulary, and comprehension, supporting growth on mClass, MAP, and STAAR.

### 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 use BOY, MOY, and EOY MAP growth data to drive responsive instruction and targeted interventions. Teachers and administration will analyze trends at the campus, class, and individual levels, ensuring 75% of students meet or exceed projected growth while closing achievement gaps through tailored small group instruction and goal setting.

### 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 embed SPECIAL First Impressions lessons into weekly morning meetings to teach essential soft skills such as communication, collaboration, and problem-solving. Culminate with

the Amazing Shake competition involving community and business leaders to provide authentic real-world experiences that prepare students for future academic and career success.

**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 promote SRE as a positive and attractive workplace through a robust social media campaign that highlights staff successes, celebrates achievements, and builds a strong pool of high-quality candidates while fostering campus pride.

**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 implement structured peer observation cycles, allowing teachers to observe colleagues, reflect, and share effective instructional practices. This process builds trust, collaboration, and collective efficacy while improving instructional alignment.

**Priority 2.3: Retain**

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

**Campus Strategy:** We will engage in weekly PLCs focused on collaborative planning and data-driven discussions. Teachers will partner with interventionists, special education staff, and instructional coaches to design targeted interventions, improving instructional alignment and teacher support while fostering collective efficacy.

**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 host monthly campus events in partnership with the PTA to celebrate learning and culture while strengthening family-school connections. Track attendance and feedback to ensure alignment with community needs.

**Priority 3.2: Culture**

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

**Campus Strategy:** We will continue our monthly Longhorn Learning in Action events, inviting parents to observe real-time classroom instruction across campus through guided tours with campus administration. This promotes transparency, builds trust, and strengthens the home-school connection.

**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 OZ-some Arrival Time, a structured morning STEM-based routine that fosters collaboration, creativity, and problem-solving while supporting emotional well-being and setting a positive tone for learning each day.



# Seven Hills Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | .3%       | 0.3       |
| African American           | 6%        | 7%        |
| Hispanic Latino            | 31%       | 32%       |
| White                      | 57%       | 55%       |
| At Risk                    | 35%       | 43%       |
| Special Education          | 26%       | 30%       |
| Economically Disadvantaged | 50%       | 47%       |
| Emergent Bilingual         | 11%       | 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:

Literacy will be intentionally integrated into all content area instructional practices. 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 prioritize student mastery of grade level content through recursive learning opportunities (*spiral review*). We will develop and implement data-driven structures to review and practice previously taught, high leverage/hotspot skills and standards in meaningful and relevant ways. Structures may include Think Alongs, 9-Minute Challenges, small group instruction, station rotations, and UFLI Word Work. Common formative assessments will be used to measure mastery and monitor growth and achievement of priority skills/standards.

### **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 develop academic and personal leadership skills through involvement in enrichment and extension activities. The NISD CTE videos and events, such as Career Day, will be used to create awareness of future personal leadership opportunities and possible career paths. 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 teaching 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 fully implement a campus leadership pipeline by leveraging staff genius and interest in shared leadership opportunities. Campus systems and structures supporting teacher leader development include, but are not limited to, Action Team membership, PLC facilitation, Win-Win Wednesday session presenters, model classrooms, 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 use PLCs as a high leverage structure to engage in professional learning, examine student work, analyze and respond to student performance data, and participate in instructional planning. PLC structures will also provide the opportunity for progress monitoring, accountability, and celebration through WIG Sessions, to review the state of the grade level team and the state of individual student performance.

### **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 involvement and engagement at Seven Hills 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, the Seven Hills HOWL, student led conferences, and community feedback dinners. Additional platforms to engage families will include parent communication and conferences, video/reel segments, Den Chats, family leadership challenges, family book clubs, extended learning opportunities (ELOs), and Data Splash Pages.

#### **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 continue to provide a variety of opportunities and platforms for students, staff, and families to participate in shared leadership. Opportunities include but are not limited to Leadership Action Teams, Student Lighthouse Team, community partnership dinners, Title I Committee meetings, PTA, and WATCH DOGs. Campus listening sessions will be held quarterly, offering staff an opportunity to give feedback on campus initiatives and goals. Feedback collected in listening sessions will be used for campus planning with action teams and the Title I Committee.

#### **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 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 move from pilot to scale with Tier 2 behavior support aligned with the Emergent Tree Framework.



# Thompson Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2023-2024 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 3%        | 4%        |
| African American           | 20%       | 18%       |
| Hispanic Latino            | 29%       | 32%       |
| White                      | 40%       | 39%       |
| At Risk                    | 36%       | 40%       |
| Special Education          | 25%       | 28%       |
| Economically Disadvantaged | 41%       | 41%       |
| Emergent Bilingual         | 10%       | 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:

Teachers will plan for and deliver small-group reading instruction with the goal of increasing student achievement. Instruction will be informed by 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:

By May 2026, 50% of 5th-grade students will meet or exceed their projected growth measure in MAP as determined by district benchmarks.

### 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:

By May 2026, 100% of K-5 classrooms will utilize CTE videos during morning meetings to help students gain awareness of the opportunities available to them when they enter middle school, as measured by teacher feedback.

**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:**

Develop and implement a comprehensive onboarding and mentorship program for new hires, including structured support, guidance, and professional development opportunities.

**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 leadership opportunities for staff by allowing them to lead professional development sessions, chair campus committees, and mentor new or early-career colleagues.

**Priority 2.3: Retain**

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

**Campus Strategy:**

We will launch a comprehensive staff recognition and appreciation program that celebrates achievements during professional development sessions and staff meetings, highlights successes in newsletters and social media, and recognizes contributions through monthly awards.

**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:**

Our campus will partner with the PTA to identify opportunities for community engagement through school events, parent newsletters, and volunteer initiatives. We aim to ensure that the community has an active voice in shaping programs and initiatives that support school and community growth.

**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 cultivate a culture of belonging by hosting House Rallies to strengthen student community, recognizing students weekly with campus-wide awards, and holding school-wide celebrations to honor those who exemplify the Core Values.

**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 WATCH D.O.G.S. program and collaborate with the campus Safety Team to strengthen safety processes and procedures, ensuring a secure and supportive environment for students, staff, and families.



# Lance Thompson Elementary

## CAMPUS IMPROVEMENT PLAN SUMMARY

|                            | 2024-2025 | 2024-2025 |
|----------------------------|-----------|-----------|
| Asian                      | 13.3%     | 15%       |
| African American           | 4.5%      | 5%        |
| Hispanic Latino            | 19%       | 19%       |
| White                      | 57%       | 55%       |
| At Risk                    | 23%       | 29%       |
| Special Education          | 18%       | 23%       |
| Economically Disadvantaged | 8.3%      | 11%       |
| Emergent Bilingual         | 13%       | 16%       |

**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:

Utilize district Instructional Coaches to deepen our instructional practices:

- Mega Labs in ELA
- Math PD

### 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:

- Staff will participate in scaffolded professional development on campus.
- Walkthroughs will help teachers grow with and through each other
  - receiving feedback from peers
  - observing peers to see colleagues

### **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:**

Spotlight our district CTE opportunities:

- Share CTE videos
- Create CTE choice boards for End of Year exploration days
  - Working with CTE to develop these

**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:**

Social Media: Using Social Media to share our professional journey:

- Teacher Leaders presenting to their peers
- PLCs with explanations of what is happening
- Sharing our feedback process

### **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 be using more "Choice" PD this year. Our teachers shared with the administration that they like having a choice in the learning they have.

Choice:

- \* Choice Sessions- select from a list of PD at a campus training
- \* Variety of learning- Have different modalities of learning
  - Thursday PD
  - Workout Wednesday (revamped from how it was done in the past)
  - lunch and learns
  - Instructional Coach mega labs
  - Monthly Book reviews: One Pagers

### **Priority 2.3: Retain**

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

#### **Campus Strategy:**

The administration will be more intentional in showing appreciation and acknowledging outstanding teaching:

- more notes on the teacher's desk
- Challenge Coins: to go along with our "The Kids are the Mission" theme.
- emails
- more Thursday shout-outs
- more "Thank a Staff Member" nominations
- \* tracking the acts to ensure they are happening more frequently.

### **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:**

Revamping our Campus events to encourage engagement, not just involvement.

- All events will meet the criteria of Family Encouragement as defined in "Everyone Wins!: The Evidence for Family-School Partnerships and Implications for Practice."

### **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:**

Spotlighting Students:

- Families will get an opportunity to spotlight their child
- Each grade will be assigned a month where families can complete a slide to be added to the TVs in the lunchroom.
- These slides will be to share a trip, a talent, or an interest.

### **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:**

New Student Meetings:

The Counselor and the principal will meet with new students monthly (students who have arrived since the last meeting) to ensure they understand our behavior structures, what clubs are offered, what resources they have, and where to go when they need help.