

**Sherman Independent School District**  
**Neblett Elementary School**  
**2025-2026 Campus Improvement Plan**



# Mission Statement

Neblett Elementary will provide a safe, supportive learning environment that allows for individual differences. With the support and assistance of administrators, parents, and the community, educators will strive to ensure that students achieve maximum success.

## Vision

A Community of Excellence:

Everyone, Everywhere, Everyway

### School Motto

It's Your Journey

Dream Big Work Hard!

# Table of Contents

.....	2
Comprehensive Needs Assessment .....	4
Demographics .....	4
Student Learning .....	5
School Processes & Programs .....	6
Perceptions .....	7
Priority Problem Statements .....	8
Goals .....	9
Goal 1: Sherman ISD will hire, train, and retain high-quality personnel in a supportive working environment. ....	9
Goal 2: Sherman ISD will demonstrate positive and proactive leadership which inspires teamwork and collaboration. ....	10
Goal 3: Sherman ISD will provide a high-quality curriculum, research-based instructional practices, and resources to ensure progress in student achievement. ....	13
Goal 4: Sherman ISD will address the diverse needs of students to maximize their academic achievements. ....	15
Goal 5: Sherman ISD will empower, engage, and equip students to be successful in a diverse and complex world. ....	17
Goal 6: Sherman ISD will engage all stakeholder groups to enhance educational experiences for students. ....	19
Goal 7: Sherman ISD will continue to integrate instructional technology in classrooms across all campuses and grade levels. ....	20

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Neblett Elementary is one of seven elementary campuses in Sherman ISD. Neblett is a Title 1 school with 466 students in kindergarten through 5th grade. We have a highly diverse population of students/families. Neblett hosts one unique program, not found on other campuses in Sherman. This program, called BLOOM, is a K-2 voluntary regular education program designed to provide students with more intensive support in a smaller class setting with an emphasis on social and learning skills. Another special program we have is the SLC, Structured Learning Classroom. This program is designed to serve elementary students with Autism and uses the STAR curriculum. There are seven classes in the SLC with seven teachers and 14 para-professionals serving approximately 50 students. Our teaching staff is comprised of teachers with 20+ years of experience as well as brand-new teachers. We currently have 3 teachers in their second year of alternative certification and 7 teachers in their first year of alternative certification. All 10 were hired under the DOI program.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Challenges exist in meeting the needs of students who are at Neblett for a limited amount of time and experiencing trauma outside of school.

**Root Cause:** Grayson County Women's Crisis Center and Housing Authority lie within our school zone.

# Student Learning

## Student Learning Summary

Neblett Elementary utilizes multiple measure of data: State of Texas Assessments of Academic Readiness (STAAR) scores, I-Ready Diagnostic data, and informal and formal assessments to drive decisions in instruction and intervention. The faculty fosters positive relationships with students and families through dojo, weekly newsletter, Facebook, and participating in community events. Neblett teachers participate in Professional Learning Communities to collaborate and support student growth. Due to STAAR re-design and recalibration of scoring, Neblett is experiencing a drop in their TEA accountability ratings. Using data measures we are setting goals and monitoring student progress with intervention based on quintile percentages.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** Closing the Gap is our lowest scored category on the school rating at 59%.

**Root Cause:** Learned helplessness and fixed mindset prevent students from tackling challenges.

**Problem Statement 2 (Prioritized):** According to our iReady End of Year Diagnostic taken in May 2024, 54% of our students were at least 1 year or more behind grade level.

**Root Cause:** Lack of consistent access to rigorous Tier 1 high quality instructional materials. Teacher need more training in using manipulative in the classroom.

# School Processes & Programs

## School Processes & Programs Summary

Every week, on Tuesday, each grade level meets for PLC. They cycle between unpacking TEKS and Data Digs.

The Neblett PBIS team that meets throughout the year and during the summer to evaluate the campus PBIS process, look for areas to improve and develop ways to train and support teacher buy-in.

The administrative team meets every Thursday and keeps an ongoing agenda and notes that focus on instruction, behavior, data, and calendar. The Campus Leadership Team meets once a month and the Campus Improvement Team meets every other month.

The Student Support Team (MTSS, REACH, counselor) meet every other Monday.

The SLC program on campus utilizes the STAR program in all seven classes. They are continually training and working with STAR coaches on this program. We are the model school in the district for the STAR program and often have visitors from other campuses coming to observe the teachers in action.

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** Accessibility of resources and support services for families is rated below satisfactory per the Parent Input Survey.

**Root Cause:** There is no established path for parents to communicate needs.

**Problem Statement 2 (Prioritized):** 52% of our classroom teachers are new to Neblett this year and unfamiliar with campus processes.

**Root Cause:** Limited time before the school year began to teach/train on campus processes.

# Perceptions

## Perceptions Summary

When guests walk into Neblett they comment on how welcoming and positive everyone is they encounter. Subs share that this is one of their favorite campuses to pick up jobs at and some will only come here. Neblett has a very active PTA who participates in events weekly. The Knight Riders is a group of dads who open doors during Friday drop-off. Our Communities in Schools coordinator has set up mentors for some of our 4th and 5th-grade students. Neblett is part of a Grayson County grant that provides support in and training in Trauma /Trust Based Responses. The Parent Input Survey from the end of last year indicated that parents would like more communication regarding what students are learning in the classroom.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Some of our students exhibit disruptive behaviors that interferes with instruction.

**Root Cause:** Students lack skills on how to deal with social/emotional deficits, like how to handle frustrations, build friendships, and become proactive in dealing with challenges instead of emotionally reactive.

**Problem Statement 2 (Prioritized):** Parents are feeling disconnected from the curriculum and student learning.

**Root Cause:** As schools shift away from homework, parents are less in touch with what their child is working on in class.

# Priority Problem Statements

**Problem Statement 1:** Closing the Gap is our lowest scored category on the school rating at 59%.

**Root Cause 1:** Learned helplessness and fixed mindset prevent students from tackling challenges.

**Problem Statement 1 Areas:** Student Learning

**Problem Statement 2:** According to our iReady End of Year Diagnostic taken in May 2024, 54% of our students were at least 1 year or more behind grade level.

**Root Cause 2:** Lack of consistent access to rigorous Tier 1 high quality instructional materials. Teacher need more training in using manipulative in the classroom.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** 52% of our classroom teachers are new to Neblett this year and unfamiliar with campus processes.

**Root Cause 3:** Limited time before the school year began to teach/train on campus processes.

**Problem Statement 3 Areas:** School Processes & Programs

**Problem Statement 4:** Parents are feeling disconnected from the curriculum and student learning.

**Root Cause 4:** As schools shift away from homework, parents are less in touch with what their child is working on in class.





**Problem Statement 4 Areas:** Perceptions

# Goals

**Goal 1:** Sherman ISD will hire, train, and retain high-quality personnel in a supportive working environment.

**Performance Objective 1:** Neblett will support teachers by building capacity in their professional skills and creating a positive work culture.





**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Neblett Principal, Instructional Coach, and Elementary Student Support Coordinator will provide bi-weekly professional development focusing on Instructional strategies, Technology, and Classroom management.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth in teacher knowledge and success.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Instructional Coach, Campus Technology Specialist</p> <p><b>ESF Levers:</b> Lever 2: Strategic Staffing</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Neblett Admin Team will review culture and climate weekly through Admin Huddles using teacher feedback, observation, one-on-one check-ins with Team Leads, and a mid-year climate survey.</p> <p><b>Strategy's Expected Result/Impact:</b> Cohesive leadership team focused on school improvement.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative Team</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** Sherman ISD will demonstrate positive and proactive leadership which inspires teamwork and collaboration.

**Performance Objective 1:** All grade levels will meet weekly in teacher led PLCs to focus on Unpacking the TEKS, Data Analysis, and steps for remediation and enrichment.





**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All grade level Team Leads will attend Solution Tree PLC training</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher led PLCs.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Grade Level Team Leads will utilize the campus PLC agenda template to lead collaborative and solution based meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher knowledge and investment in the process</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** Sherman ISD will demonstrate positive and proactive leadership which inspires teamwork and collaboration.





**Performance Objective 2:** Neblett will foster a culture of empowerment and accountability that drives both personal and organizational growth by cultivating leadership opportunities amongst the staff.

**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The Neblett Leadership Team will meet monthly with an agenda addressing areas of concern, system improvements, and plan for upcoming events.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved communication and planning with the end in mind.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Dec	Mar	May	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2:** Sherman ISD will demonstrate positive and proactive leadership which inspires teamwork and collaboration.





**Performance Objective 3:** The Admin Team will meet weekly to set and monitor goals, review student performance data, behavior data, PLC processes, calendars, and other campus systems.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Utilize a running agenda organized to promote focus on the targeted Objective goals.</p> <p><b>Strategy's Expected Result/Impact:</b> Efficient, focused meetings with outcome dates and persons responsible built in to the process.</p> <p><b>Staff Responsible for Monitoring:</b> Admin Team</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Dec	Mar	May	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Sherman ISD will provide a high-quality curriculum, research-based instructional practices, and resources to ensure progress in student achievement.

**Performance Objective 1:** Neblett will implement all components of Stemscores in all math classrooms K - 5th grade.





**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Instructional Coach will meet weekly with 3-5 math teams to assist in planning with Eureka math.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved implementation of new curriculum.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Coach</p> <p><b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Dec	Mar	May	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Sherman ISD will provide a high-quality curriculum, research-based instructional practices, and resources to ensure progress in student achievement.

**Performance Objective 2:** 5th grade students will increase their scores on the 5th grade Science STAAR test by 5%.





**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Grades k-5 will use StemScopes and hands-on learning experiences for Science instruction.  <b>Strategy's Expected Result/Impact:</b> Improved student understanding and connection to science concepts.  <b>Staff Responsible for Monitoring:</b> Admin team</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide data-driven intervention for students struggling with specific Science TEKS in 5th grade.  <b>Strategy's Expected Result/Impact:</b> Improved Science scores.  <b>Staff Responsible for Monitoring:</b> Principal, Instructional Coach, and 5th grade science teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Sherman ISD will address the diverse needs of students to maximize their academic achievements.





**Performance Objective 1:** The percentage of 3rd grade students that meet grade level or above on STAAR Math will increase from 40% to 50%

**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Through careful master schedule development, Neblett will utilize 45 minutes a day, 4 days a week to intervention and enrichment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students moving from approaches to meets and masters.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators and teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 4:** Sherman ISD will address the diverse needs of students to maximize their academic achievements.





**Performance Objective 2:** The percentage of 3rd grade students that meet grade level or above on STAAR Reading will increase from 57% to 67%

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Through careful master schedule development, Neblett will utilize 45 minutes a day, 4 days a week to intervention and enrichment.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students moving from approaches to meets and masters.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators and teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Mar	May	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Sherman ISD will empower, engage, and equip students to be successful in a diverse and complex world.





**Performance Objective 1:** Neblett will foster a growth mindset in students and faculty to increase resilience, enhance motivation, and increase student performance.

**High Priority**

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The faculty will participate in the components of The Growth Mindset Coach by Annie Brock and Heather Hundley.</p> <p><b>Strategy's Expected Result/Impact:</b> A continued focus on Growth Mindset</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> On Mondays, during Intervention time, teachers and students will participate in Mindset Mondays which focus on Mindset lessons and opportunities to practice growth mindset through problem solving tasks.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in students taking risks and motivation.</p> <p><b>Staff Responsible for Monitoring:</b> All staff</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Sherman ISD will empower, engage, and equip students to be successful in a diverse and complex world.





**Performance Objective 2:** Neblett will provide a variety of opportunities for students to develop their leadership skills, social-emotional skills, and pursue interests.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> A new committee on Student Leadership will focus on opportunities for students to participate in leadership activities .</p> <p><b>Strategy's Expected Result/Impact:</b> Safety patrol</p> <p><b>Staff Responsible for Monitoring:</b> Student Leadership Committee</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	May	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 6:** Sherman ISD will engage all stakeholder groups to enhance educational experiences for students.

**Performance Objective 1:** Neblett will actively engage parents, staff, and the community in a collaborative environment that supports student achievement, fosters a sense of belonging, and creates a network of resources and support for all learners.

**Evaluation Data Sources:** Parent survey, participation sign in sheets, percentage of faculty and parents on the PTA

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All grade levels, specials, and additional support teachers will maximize their time to involve as many parents as possible during Parent Conference day.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved communication between home and school.</p> <p><b>Staff Responsible for Monitoring:</b> All</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Through Curriculum Night, create an intentional student led learning experience for families to interact with the curriculum and their own student's learning experiences.</p> <p><b>Strategy's Expected Result/Impact:</b> Better home to school understanding.</p> <p><b>Staff Responsible for Monitoring:</b> All</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Grade levels will send home a weekly highlight of the upcoming topics being taught.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve understanding for parents of student academic expectations.</p> <p><b>Staff Responsible for Monitoring:</b> Grade level teams, principal</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Dec</b>	<b>Mar</b>	<b>May</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 7:** Sherman ISD will continue to integrate instructional technology in classrooms across all campuses and grade levels.

**Performance Objective 1:** Neblett will ensure that 100% of student have technology to use in the classroom for instructional purposes as well as assessments.