New Caney Independent School District

District Improvement Plan

2025-2026 Goals/Performance Objectives/Strategies with Funding and Problem Statements

Board Approval Date: October 20, 2025

Mission Statement

Graduate students who are equipped to thrive in the REALITY of their future

Vision

Preparing our learning community for the REALITY of tomorrow

Value Statement

Core Values

New Caney ISD believes that students and staff must be:

- Responsible Citizens
- Effective Communicators
- Academically Prepared
- Lifelong Learners
- Interpersonal Collaborators
- Thinking Innovatively
- Yes Minded

Goals

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 1: Students will increase their STAAR/EOC performance in the meets and masters levels by 5%.

TEA Priorities:
Build a foundation of reading and math

High Priority

Evaluation Data Sources: Data from the STAAR/EOC tests will reflect growth of 5% in the meets and masters levels

Strategy 1 Details
Strategy 1: Professional development will be provided so that strategies can be learned by staff to improve student achievement in all academic areas, including fine arts and LOTE. The district will support professional development for teachers in core subjects, fine arts courses, and LOTE that will include contracted services (Seidlitz), online supplemental curriculum, book studies, and equipment as needed (ESC fee services, STEM Lending Library, etc.). Training and support will also be provided to day care centers. We will provide TEKS-aligned 3D learning professional development for science STAAR and EOC tested subjects. Substitutes will be provided as needed. We will purchase Smart Music, Music First Junior, Digital Theatre +, and Sight Reading Factory to support students in recovering learning loss due to COVID-19. We will provide additional fine arts summer camp opportunities to support continued personal and academic growth. On-time professional development, aligned with T-TESS/T-PESS, will be provided to support campus leadership teams (in-person and virtual coaching sessions). Provide STEM camp opportunities for students and provide professional development for the teachers in STEM and STEM careers via both state and national science conferences with a STEM lens. Continue to grow the STEM lending library and include resources dedicated to inspiring students to STEM careers and engineering practices. The district will provide professional development to Student Success coaches, including instructional strategies and methods used for closing learning gaps. Provide Apple Professional Learning training for staff members to enhance their instructional capacity in leveraging technology for student-centered learning. Provide Model PLC training for campus personnel and district leadership. Instructional leaders will engage in high-performance coaching to strengthen their leadership capacity and better support students and staff in achieving transformative educational outcomes. **Funding Sources:** STEM materials and professional development - Title IV- 289, Smart Music - Title IV- 289, Digital Theatre + - Title IV- 289, N2Learning Leadership Conference - Title IV- 289, Fine Arts Camp Materials - Title IV- 289, Fine Arts Camp Contract Labor - Title IV- 289, Grades PreK- K Districwide PD & Supplies and books (Solution Tree) - Title I- 211, N2Learning Leadership Conference - Title II- 255, PowerUp PD for Districtwide - Title II- 255, LOTE Professional Development - Title II- 255 , STEM Camp Extra Duty - Title IV- 289, Fine Arts Camp Extra Duty - Title IV- 289, Secondary Professional Development - Title II- 255 - 255-13-995-11-00-6411-000, ESC 6 Texas Reading Academy Authorized Provider Fee - Title I- 211 - $24,000, Accelerate Learning Inc. Professional Development - Title II- 255, ST Math Professional Learning - Title II- 255, M Cubed Consulting Professional Development - Title II- 255, World Language Coaching Seidlitz - Title II- 255, Seidlitz Education Training Small Moves, Big Gains - Title II- 255, Seidlitz Education Materials Small Moves, Big Gains - Title II- 255, Solution Tree Professional Learning Communities (PLC) for grades 6-12 & books - Title II- 255, Amplify ELAR Tx 6-8 - Title II- 255, Solution Tree - Title II- 255, Dan St. Romain - Title II- 255, Rockin Review Lead4ward 2025 - Title II- 255, Planetarium Dome - Title I- 211, Apple Professional Learning Training - Title IV- 289, Think Big Learning - Title IV- 289, ESC 6 - Region 6 Bluebonnet Leadership Support - Title I- 211 - $45,600, Coaching with Kimberly Boyd - Title II- 255 - $10,404, Solution Tree- Glolbal PD - Title III- 263 - $1,500

Strategy 2 Details

Strategy 2: The District will utilize ELA/R, Math, Science, Social Studies and Dual Language instructional specialists and testing Coordinators, who will provide leadership in coordinating and monitoring instructional processes which ensure the alignment of district goals, objectives, strategies, exemplary lessons and identified student needs. Instructional Coaches will support each campus to implement literacy initiatives in grades Pre K through 12 to ensure high school completion for all students through supporting quality instruction and timely assistance, including the appropriate application of accommodations, providing leadership to teachers in the classroom and through individualized professional development opportunities. The Accountability and Assessment department will support the campuses in the use of data to identify areas of strength and concerns and to identify students who need to be served under the rules of HB1416. The district will utilize the TSR Grant instructional coaches to assist the community in students being Texas School Ready when entering kindergarten. The district will provide training and support for the Effective Schools Framework for campuses identified through state assessment data. The campuses will participate in the ESF diagnostice process to determine an area(s) of focus for improvement of school systems and processes that will improve student outcomes.

Funding Sources: Instructional Specialist - Title II- 255 - 255X-13-995-2400-611900, Two TSR Coaches, materials and supplies, mileage reimbursement - TSR (Texas School Ready) Grant- 429, Two TSR Coaches (partial salaries) - Title I- 211, Inst. Specialist ELAR Elementary - State Compensatory Ed, PK Instructional Coaches and Mileage for in district travel from each campus - State Compensatory Ed - $144,650, ASCD Curriculum Leadership Academy - Title II- 255, EB INSTRUCTIONAL SPECIALISTS - Title III- 263, Texas Assessment Conference - Title II- 255, Effective Schools Framework Diagnostic - Title I- 211, Effective Schools Framework Diagnostic - Title II- 255

Strategy 3 Details

Strategy 3: Continue to offer double blocked reading, math, and science classes in 6th-12th grades as needed based upon analysis of assessment data to provide accelerated instruction. The district will continue to support one-on-one tutoring of students to prepare them for math, reading and writing requirements. Provide additional supplemental instructional resources in order to enhance the quality of classroom instruction and implement an individualized program targeting low-level readers. (Test Bank One for district use) (Hatch software/hardware for PreK classes)

Funding Sources: Spanish Classroom Libraries - Title III- 263, IXL, Generation Genius, GMM, SAVVAS, Zoobean, Vista Learning - ESSER III Grant - $130,862

Strategy 4 Details

Strategy 4: Continue to participate in online course providers as appropriate to graduate students with their cohort. Offer at-risk students accelerated instruction to gain credits for graduation (Texas Virtual School Network, Edgenuity, etc.). The district will also continue to use software for the purpose of monitoring all student achievements (Eduphoria Aware, MasteryConnect) to develop, monitor and track the curriculum framework (CANVAS), and monitor effective professional development (WORKSHOP).

Strategy 5 Details

Strategy 5: Leverage school climate and social-emotional learning (SEL) to create positive school environments and foster the development of social-emotional skills that support increased attendance, increased academic performance and overall well being of students. Provide districtwide resources for campuses to implement 7 Mindsets with fidelity.

Funding Sources: 7 Mindsets SEL Lessons Student and Teacher Subscriptions - State Compensatory Ed

Strategy 6 Details
Strategy 6: NCISD will implement HB3 PK-3 reading and math proficiency goals, including the Texas Reading Academies. Professional development, teacher resources and student resources will be purchased to implement goals with fidelity to reach targets for student learning. **Funding Sources:** Professional Development, Teacher and student resources - Early Education Allotment, Phonics resources for 4th and 5th in Spanish - Title III- 263, PK and Kindergarten Phonemic Awareness and Phonics materials - Early Education Allotment, Reading Academy Specialist - State Compensatory Ed - $185,274

Strategy 7 Details
Strategy 7: Provide quality ongoing professional development for leadership teams and teachers in the use of data to drive instructional practices and improve student outcomes at the meets and masters level on state assessments. **Results Driven Accountability** **Funding Sources:** Math PD - Title II- 255, RLA PD - Title II- 255, Lead4ward Rockin' Review Conference - Title II- 255

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 2: The number of students with disabilities, At-Risk, Emergent Bilingual, and migrant students who are scoring in the meets category on the appropriate state-mandated tests will increase at a 5% rate as compared to the previous school year.

High Priority

Evaluation Data Sources: All tests results (All forms of STAAR, TELPAS) will be disaggregated by special programs and will identify any gaps between student groups/ programs. All special programs will make Federal Accountability System Safeguard Measures and Targets. Emergent Bilingual/Newcomer Program will provide learning opportunities in the Summer at the Secondary Level based on appropriated state-mandated tests.

Strategy 1 Details
Strategy 1: NCISD will continue to use software designed for the purpose of monitoring all students in special programs through MTSS documentation, 504 documentation, Eduphoria, Laserfiche online student folders, and web based IEP/IAP/Intervention program. **Funding Sources:** - IDEA -224, - State Dyslexia Allotment
Strategy 2 Details
Strategy 2: NCISD will continue use of Eduphoria, NWEA MAP, CLI Engage, ELLevation, DRA and STAAR to monitor student performance data for program effectiveness. Also use consultants to interpret and take action on identified students. **Funding Sources:** - State Sped, ELLevation - Title III- 263 - 263-13-006-25-00-6299-000, - State Dyslexia Allotment
Strategy 3 Details
Strategy 3: NCISD will continue to screen, progress monitor, and provide interventions for students with dyslexia characteristics, dyslexia, and related reading disorders. Support will be provided in alignment with MTSS intervention plans and Section 504 accommodations. This includes: using dyslexia screening, progress monitoring, and evaluation tools to identify student needs, implementing evidence-based early reading intervention programs, and offering professional development in the science of teaching reading to ensure high-quality instruction. **Funding Sources:** Dyslexia trainings for Dyslexia Teachers and Administrators (General Ed and Special Ed) - State Dyslexia Allotment

Strategy 4 Details

Strategy 4: NCISD will annually review the evaluation of all special programs and use the results to improve student achievement.
a. 504
b. Dyslexia;
c. Special Education;
d. Advanced Academics;
e. Career & Technical Education (CTE);
f. Title Programs; (Title I, Part A, ESSA, Title I Part C Migrant, Title II, Part A, Principal/Teacher Training, Title III, Bilingual/ESL.
g. Pre-K Program;
h. Credit Recovery Center;
i. Summer School Programs (Special Education, ESL, Student Success Initiative, etc.);
j. Student Success Initiative;
k. Literacy Groups;
l. Career Pathways;
m. Migrant Education Program;
n. State Compensatory Education Program;

Funding Sources: - State CTE, - State GT, - State BIL/ESL, - CTE - Perkins -244 , - IDEA -224, - State Sped, - State Dyslexia Allotment

Strategy 5 Details

Strategy 5: NCISD Department of Special Education will continue to provide a continuum of special education services to ensure all students have access to the general education curriculum and environment to the maximum extent possible through accommodations, modifications, prerequisite alternate curriculum, adapted equipment and personal care equipment which contributes to performance on STAAR assessments. Professional development will be provided to ensure the fidelity of implementation of services.

Funding Sources: - IDEA -224

Strategy 6 Details

Strategy 6: Provide Pregnancy Related Services to students who are pregnant or parents which may include:
a. Child Development Classes;
b. Transportation services provided for parents and children to and from school, daycare, and home;
c. PRS homebound teacher (six weeks postpartum plus and additional four weeks if needed for complications with parent or child;
d. Resources provided by Crisis Counselor and Campus Counselor;
d. Compensatory Education Home Instruction (CEHI);
e. Provide accommodations as needed.

Problem Statements: Student Learning 11

Funding Sources: Homebound teachers (3) - State Compensatory Ed - $50,656, Car Seats - State Compensatory Ed - $1,500, Car seats and transportation cost - State Compensatory Ed - $42,000

Strategy 7 Details

Strategy 7: NCISD will facilitate training for teachers needing Bilingual and ESL certification.

Funding Sources: Training for Bilingual Supplemental/BTLPT/ ESL exam - State BIL/ESL - $3,000

Strategy 8 Details

Strategy 8: The district will utilize the Director of Multilingual and Instruction Specialists for emergent bilinguals, who will provide leadership in
a. overseeing the implementation of dual language across district elementary schools;
b. increase student participation in the dual language program;
c. continually promoting a two-way and one-way dual language program
d. increasing parent involvement for our emergent bilingual students by providing parent meetings (Adult ESL classes, family/community,/ parent engagement) ;
e. providing staff development opportunities throughout the district and in-district training(book study, CBLI, EBCon Summer PD);
f. uniformity within secondary ESL programs by facilitating monthly meetings with secondary Multilingual Instructional Coaches;
g. Implementation of sheltered instruction across the district;
h. support students in meeting TELPAS goals (technology, headset with microphone), use of language testing (LAS, Pre-LAS)
i. Support Newcomers acquiring a second language through online programs (Rosetta Stone, Raz Plus) and other resources such as dictionaries and high-interest books,
j. Decodable books and other readers to support small group instruction in both English and Spanish.
k. coaching for teachers of emergent bilingual students

Funding Sources: Professional Learning for Teachers of ELs - Title III- 263, Parent Family Engagement - Title III- 263, Books Adult ESL Classes - Title III- 263, Professional Lerning Books - State BIL/ESL, Online platform to practice second language - State BIL/ESL, Raz-Plus - State BIL/ESL, CBLI PD - State BIL/ESL, Summer ESL Classes and supplies for parents - Title III- 263, Dia del nino- Family/Community Engagement - Title III- 263, Professional Learning Books - State BIL/ESL, Technology to support EB teachers - Title III- 263, Dictionary - Title III- 263, Books (Immigrant) - Title I- 211, Books for Newcomers - Title III- 263, Academic Organizers for Immigrants - Title I- 211, Cross-Linguistic Transfer PD - Title III- 263, PD Books to support EBs - Title III- 263, Books for small group and intervention - Title III- 263, Language Test - State BIL/ESL - $6,114, PD for Multilingual Coaches and books - Title III- 263 - $9,675.30

Strategy 9 Details

Strategy 9: NCISD will continue to work with the secondary principals to monitor the assignment of sheltered teachers in both high schools and middle schools in order to meet the needs of the emergent bilinguals (EBs). Sheltered teachers will participate in continued professional development throughout the year and will have the opportunity to work with a Multilingual Specialist to help them implement the sheltered instruction model (technology). Additionally, we will provide other support for newcomers, such as motivational speakers. Counselors and Multilingual Coaches will collaborate to review student transcripts as they arrive from foreign countries, supporting our newcomers (Summer camp, field trips).

Funding Sources: Transcription Service - Title III- 263, Speaker - Title III- 263, Professional Development for Newcomer Teacher - Title III- 263, Technology needs - State BIL/ESL, Newcomer Field trip - Title III- 263

Strategy 10 Details

Strategy 10: Elementary, middle, and high school campuses will implement a Multi-Tiered System of Supports (MTSS) by utilizing MTSS Specialists and high-quality, research-based intervention materials, including hands-on resources to support reading development, in order to accelerate student progress.

Funding Sources: Hands on materials - Title III- 263, - State Dyslexia Allotment

Strategy 11 Details
Strategy 11: ML (Multilingual) Instructional Aides will be used to enhance instruction for emergent bilingual students. ML Aides will participate in ongoing professional development that supports proper identification and intervention for our Emergent Bilinguals. **Funding Sources:** - Title III- 263 - 266,612, - State BIL/ESL - 318454

Strategy 12 Details
Strategy 12: Provide a comprehensive observation and monitoring system whereby regular classroom visits in special education classes and general education inclusion support classes are made by designated special education team members to collect data to focus on technical assistance and improved academic, behavior, and social achievement for students with disabilities.

Strategy 13 Details
Strategy 13: Provide academic support to migratory children (Priority of Services migrant students) who have made a qualification move within the previous 1-year period and are failing classes or are not equipped academically to meet the challenges of TEKS. Additional support will be provided to help students and families mitigate the effects of summer slide. **Funding Sources:** Migrant - Migrant-212

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 3: NCISD will implement strategies and activities to reduce the indicator performance level by implementing the Target Improvement Plan by conducting quarterly reviews of goals as determined by Results Driven Accountability (RDA) risk levels.

Evaluation Data Sources: The Bilingual/ESL, Special Education, Special Populations and ESSA focused-based elements reports will show maintenance or reduction of risk levels.

Strategy 1 Details
Strategy 1: NCISD Department of Special Education will provide professional development to all special education staff and campus administrators for implementation of the continuum of special education services, research-based instructional interventions, use/implementation of accommodations, and curriculum access tools (Google Read/Write) to ensure students have access and exposure to general education curriculum to the maximum extent appropriate to increase performance of students receiving special education services on STAAR assessments in grades 3-8, English I, English II, Algebra I, and Biology. **Results Driven Accountability**

Strategy 2 Details
Strategy 2: To address: District Alternative Education Program/Juvenile Justice Alternative Program Referrals (DAEP/JJAEP): a. Continue to provide training for administrators, teachers, para-educators and DAEP personnel regarding strategies for handling discipline of students with disabilities; b. Continue to provide training for campus and DAEP administrators and assessment staff regarding state and federal requirements for placement of students with disabilities at DAEP and JJAEP; c. Continue to provide information concerning Texas Behavioral Support Initiative (TBSI) for campus (TBSI) teams; d. Implement a system of checks and balances for discretionary placements of special education students at DAEP/JJAEP. e. Provide Non-Violent Crisis Intervention training for administrators, district-wide teachers and paras and TLC staff, to support the deescalation of behavior and the safe and secure process of restraint, when students are in need.

Strategy 3 Details
Strategy 3: To address compliance issues regarding RDA Performance Level: a. Provide staff development for administrators regarding special education law, both federal and state. b. Continue to review and improve district special education procedures for students receiving special education services. c. Continue to strictly monitor compliance with State and federal time-lines, d. Review and update the district RDA Targeted Improvement Plan (TIP) yearly; review TIP with district staff for continued implementation and revision. **Results Driven Accountability**

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 4: NCISD will increase the percentage of graduates who are college and/or career-ready as demonstrated by performance and completion of advanced classes and tests to include: Advanced Placement (AP), Dual Credit (DC), OnRamps, TSIA2, SAT, ACT, and/or Texas College Bridge (TCB) to at least meet the 88% goal set by the state.

Evaluation Data Sources: DLAC will review AP, SAT/ACT, Clearinghouse and RDA reports.

Strategy 1 Details
Strategy 1: NCISD will communicate with all parents and students about college admission, financial aid, and the importance of students taking advanced courses through the secondary course selection guides, parent meetings, and school websites. **Funding Sources:** - High School Allotment
Strategy 2 Details
Strategy 2: NCISD will continue to implement additional Honors and AP courses with a testing component. **Funding Sources:** - High School Allotment
Strategy 3 Details
Strategy 3: NCISD will provide staff development opportunities for Honors, AP, OnRamps, GT and Dual Credit teachers and encourage staff to attend the state conference for Texas Association of Gifted and Talented. **Funding Sources:** Rice Institute - High School Allotment, Honors professional development for middle school and high school. - Title II- 255
Strategy 4 Details
Strategy 4: NCISD will continue to implement dual credit schedule with LSC-Kingwood and other appropriate colleges. **Funding Sources:** - High School Allotment
Strategy 5 Details
Strategy 5: TSIA2, SAT and ACT test objectives will be integrated within the core curriculum and college entrance exam preparation course will be offered at all district high schools. **Funding Sources:** - High School Allotment

Strategy 6 Details
Strategy 6: All NCISD high school counselors will inform students and parents about the importance of taking college entrance tests and will encourage students to register and take the tests. NCISD will cover the cost of dual credit tuition, fees and will supplement AP exam fees. **Funding Sources:** - High School Allotment
Strategy 7 Details
Strategy 7: NCISD will continue to support high school Dean(s) of Instruction to aid in improvement of graduation rates and college readiness through regular scheduled meetings and review of criteria across student performance and progress. **Funding Sources:** - High School Allotment
Strategy 8 Details
Strategy 8: NCISD will offer a campus based Credit Recovery as a dropout prevention program and continue to support the licenses for software (such as Edgenuity) in credit recovery labs. TEC 11.255
Strategy 9 Details
Strategy 9: All students will complete a college readiness diagnostic assessment in the 10th grade. Students may choose to take a college entrance exam in the 11th grade.
Strategy 10 Details
Strategy 10: NCISD will continue Advanced Academics and Gifted and Talented programs for grades K-12. **Funding Sources:** - Title II- 255, Funds for summer academy - State GT
Strategy 11 Details
Strategy 11: Provide staff development to meet needs of certification and updates required by TEA. Verify that teachers, counselors, and principals of GT students have maintained their certification. Use Eduphoria to verify that teachers who are teaching in advanced classes or have gifted students have the appropriate training as required by the state and maintain updates. **Funding Sources:** - Title II- 255, Supplies/Materials - Consultant if needed to train - State GT

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 5: All campuses in NCISD will have a rating of C or higher in the state academic accountability rating system.

Evaluation Data Sources: Accountability rating labels will reflect a rating of C or higher for each campus and the district.

Strategy 1 Details
Strategy 1: Continue to provide staff development that clarifies reauthorization of Every Student Succeeds Act legislation to campus leadership.

Strategy 2 Details
Strategy 2: Each campus will implement strategies to ensure maximum student participation on STAAR.

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 6: NCISD will have 100% of students and student groups graduate Foundation High School Proficient with an endorsement, Distinguished Level, or
Achievement Program (DAP) graduation plan.

Evaluation Data Sources: Comparison of the previous years RDA reports.

Strategy 1 Details
Strategy 1: Information regarding scholarship programs will be made available through announcements, campus websites, and parent/student meetings.
Strategy 2 Details
Strategy 2: NCISD will offer a DAEP campus to ensure that students facing discipline measures will stay on track to graduate.
Strategy 3 Details
Strategy 3: NCISD will offer remediation courses and accurately identify students for IGC at the HS level to ensure students stay on track to graduate with their cohort.
Strategy 4 Details
Strategy 4: District will operate campus based Credit Recovery centers to serve comprehensive high school students in need of alternate settings. Credit Recovery will also be used after school to assist students in obtaining required credits to graduate on time with their cohorts.

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 7: All NCISD students will graduate from high school within 4 years of beginning ninth grade.

Evaluation Data Sources: Dropout records, completion records, credit accrual, and student retention rates. PBM performance results.

Strategy 1 Details
Strategy 1: Staff development opportunities will provide staff with strategies to better address the needs of a culturally diverse student population, to maximize the academic success of at-risk students, and training on resources to track student performance. **Funding Sources:** - State BIL/ESL, - IDEA -224
Strategy 2 Details
Strategy 2: Remedial and/or Extended Year/Day Programs and/or one-on-one mentor programs will be provided for at-risk students as support for advancing to the next grade level through the following strategies. a. Summer school for Bilingual Students in PK/K b. Extended day/extended year c. Tutoring and extra help d. Credit recovery e. Mentoring programs f. Accelerated Reading and Math summer programs g. Emergent Bilingual Summer School h. Summer HB1416 Programs i. HB1416 Accelerated School Year Instruction **Funding Sources:** - High School Allotment, Summer School salaries teachers/aides (w/benefits) - State Compensatory Ed, - IDEA -224, Stipends for teachers to mentor students most at-risk of dropping out of school - Title IV- 289, HB1416 Accelerated School Year Instruction - State Compensatory Ed
Strategy 3 Details
Strategy 3: The secondary campuses will develop Personal Graduation Plans (PGP) for each student. The plan will outline the program of study for students to follow. NCISD will continue to align career pathways with student endorsement(s).
Strategy 4 Details
Strategy 4: Campuses will continue to implement comprehensive RTI procedures. **Funding Sources:** - IDEA -224, - State Sped

Strategy 5 Details
Strategy 5: NCISD will continue to offer the Credit Recovery Program by increasing graduation opportunities to potential non-completer students including summer classes. **Funding Sources:** - High School Allotment

Strategy 6 Details
Strategy 6: Emergent bilingual and immigrant students will receive information about colleges, their admission processes, and how to reduce the academic gap in high school with college expectations. **Funding Sources:** - Title III- 263

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 8: NCISD will maintain or exceed an attendance rate for students of 95% on each campus.

Evaluation Data Sources: The 2024 RDA Report will show an increased attendance rate for students enrolled in NCISD.

Strategy 1 Details
Strategy 1: NCISD will continue a consistent, district wide attendance referral procedure that ensures enforcement of state-mandated attendance laws and promote recognition and provide opportunities for incentives, related to student attendance.
Strategy 2 Details
Strategy 2: NCISD will continue to foster relationships with Precinct Judge and District attorney to more effectively deal with school absence issues.
Strategy 3 Details
Strategy 3: NCISD has designated a district administrator to help monitor student attendance and support improvement efforts on each campus. Campuses will incorporate technology and campus procedures to ensure that parent contact information is updated in a timely fashion.
Strategy 4 Details
Strategy 4: NCISD will apply for waivers as needed to support an academic calendar which maximizes conditions on student attendance and student learning.
Strategy 5 Details
Strategy 5: NCISD is committed to supporting students experiencing homelessness, foster care, unaccompanied youth, and military-connected students by ensuring equitable access to education and essential services. The district provides transportation to the school of origin, supplemental school supplies, and coordinates with campuses to remove barriers to attendance. The Homeless Liaison arranges transportation, provides basic needs, and collaborates with counselors to monitor attendance and grades. The Liaison also shares opportunities for involvement in college and career readiness programs with counselors to engage students and support academic success. NCISD partners with state and local child welfare agencies to designate points of contact and establish written procedures for transportation and student support. **Funding Sources:** Title I Homeless Set aside (includes homeless supplies for non-Title I campuses) - Title I- 211, Fuel for homeless and foster care students - Title I- 211, Homeless Liaison Salary - Title I- 211, Homeless duel for transportation - TEHCY Continuation- 206, MKV student supplies and materials - TEHCY Continuation- 206, Homeless Liaison materials/Travel - Title I- 211 - $4,550

Strategy 6 Details
Strategy 6: Enrollment conferences will be used to develop a relationship with at-risk and highly mobile students including McKinney Vento, unaccompanied youth, and Military-Connected students and families to determine the needs of the student to be successful in school. Multiple campus personnel attends the conferences to get to know the student and families' needs. These conferences are used to assist in ways to increase grades and attendance and to determine the social-emotional and basic needs of the student. **Results Driven Accountability**

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 9: Provide a high quality, balanced, academically rigorous CTE program that enables students to pursue their choices in post-graduation opportunities.

Evaluation Data Sources: Written evaluation of all CTE programs in the district.

Strategy 1 Details
Strategy 1: Utilize Director of CTE to compile, maintain, analyze, and submit CTE data, information and required reports for the purpose of compliance, program effectiveness, and continuous quality improvement. **Funding Sources:** Laptop replacement for CTE Director - CTE - Perkins -244 - $2,269.72
Strategy 2 Details
Strategy 2: The High Schools will inform students about transition opportunities at the post-secondary level. Campuses will offer career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities. (TEC 11.252 (3)(G) **Funding Sources:** - State CTE, - CTE - Perkins -244
Strategy 3 Details
Strategy 3: The District will continue to offer CTE courses that apply to today's educational and employment needs (high-skill and high-wage in our local area based on research), count for core academic credit that satisfies the Foundation High School Program; as well as lead to industry certifications, and distinguished level of performance. **Funding Sources:** - State CTE, - CTE - Perkins -244
Strategy 4 Details
Strategy 4: Continue to provide a dynamic curriculum that is engaging, rigorous, relevant, and emphasizes current and emerging technologies while ensuring college and career readiness. (Supplies, equipment, and operating cost for programs) **Funding Sources:** C&I Instructional Leadership General Supplies for teachers $2500 CTE Inst Vehicle >$5000 - State CTE, Supplies and Materials at all Middle/High School campuses - CTE - Perkins -244 , Contracted Services for Online Curriculum - CTE - Perkins -244 , Districtwide Instructional C&T General Supplies - State CTE
Strategy 5 Details
Strategy 5: Continue to implement staff development that addresses student specific needs and integrate strategies to promote student enrollment and success in CTE courses. **Funding Sources:** - State CTE, - CTE - Perkins -244

Strategy 6 Details
Strategy 6: The District will continue to investigate methods to efficiently allocate and increase CTE State funding and continue to research and implement methods to increase student enrollment in CTE programs that historically have declining numbers in year two. **Funding Sources:** - State CTE, - CTE - Perkins -244

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 10: NCISD will foster the use of technology as an effective tool for instruction and classroom management.

Evaluation Data Sources: Yearly evaluation of all overall technology plan.

Strategy 1 Details
Strategy 1: NCISD will foster the use of technology as an effective tool for instruction. The District will continue with a 1:1 Chromebook program for students in grades 1-12. IPads will be used in grades PK-K to foster the use of technology. Instructional programs and technology will be adopted and integrated into the NCISD curriculum and aligned to ISTE and Technology Applications TEKS. TEC 11.252(a)(3)(D) **Funding Sources:** Chromebook Lease - State Compensatory Ed, Media Specialist PD and training - Title IV- 289
Strategy 2 Details
Strategy 2: The District will provide continuing professional learning opportunities to support Blended Learning strategies and technology integration. The District will use data received from the teacher and student surveys to identify and address areas of need related to instructional technology integration. Provide professional development on Makerspace equipment. **Funding Sources:** Technology Conference for Elementary teachers only - Title IV- 289
Strategy 3 Details
Strategy 3: The District will continue to evaluate, add and upgrade software for technology integration and support innovative programs that use new technology for instruction. The District will continue to budget for the purpose of renewing and adding district-wide software site licenses such as: World Book, Studio, Flocabulary, WeVideo, Google Apps, TexQuest, Canvas LMS, as well as other innovative programs to support Flexible Learning. The District will integrate the digital resources into Canvas LMS, Clever, or Classlink. Renew Nearpod /Flocabulary license to continue provided interactive, high quality, accessible interactive content that can be embedded in Canvas to support students in the classroom and to accelerate learning gaps due to COVID-19. Continue and expand integration of Makerspaces into high schools, middle schools and elementary schools. Continue using Thinglink and Bookcreator to create unique learning content for students to address learning gaps created by COVID-19. Adopt Tynker and Labster to address learning gaps created by COVID-19 to bolster TEKs instruction using creative programs that promote critical thinking and mastery of TEKs. Continue Zoom video conferencing license to allow campus teachers and admin to communicate effectively with students and staff to address/tutor students and communicate with parents and guardians regarding learning gaps caused by COVID-19. Provide iPads for elementary PE teachers to be able to provide high quality instruction and access their teaching resources while being mobile, inside and outside. **Funding Sources:** Nearpod/Flocabulary Renewal - Title III- 263
Strategy 4 Details
Strategy 4: The District will continue to expand the adoption of electronic textbooks that are LTI compatible and will integrate with the District's Learning Management System.

Strategy 5 Details
Strategy 5: Continue implementation and expansion of the District's Learning Management System, Canvas. Adopt and implement Student Monitoring program in Canvas and Mastedly to monitor Canvas course progress and identify and support at risk students in online and blended learning environments. Develop and expand District Course Instruction Guides and professional development courses in Canvas. Provide ongoing professional development to design classroom courses that support Blended Learning and incorporate district resources.

Strategy 6 Details
Strategy 6: Maintain and upgrade network electronics, VoIP phone system, servers, wireless systems and all other pieces that makeup the network infrastructure.

Strategy 7 Details
Strategy 7: AWARE online formative and benchmark program to all students to track TEKs mastery and provide interventions and acceleration in real time to improve student achievement. In addition to the districtwide adoption of AWARE, add professional development and online test banks that integrate with the program. Real time program data is designed to help close learning mastery gaps created by COVID-19.

Strategy 8 Details
Strategy 8: Provide 24/7 personalized student access to online vetted and highly qualified tutoring services, for grades 6-12, through Paper.co. Tutoring will be available in all core content areas, and unlimited feedback on writing/project submissions to increase TEKS mastery in all areas.

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 11: Provide a high-quality, comprehensive, developmental school counseling program.

Strategy 1 Details
Strategy 1: School counselors will provide a differentiated, developmental guidance curriculum that facilitates growth and transferable skills in the areas of educational, career, personal, and social / emotional development.
Strategy 2 Details
Strategy 2: School counselors will provide responsive services to students in distress and crisis situations. **Funding Sources:** Crisis Counselor, At-Risk Counselor Specialist, Behavior Specialist and Behavior Aides salaries and mileage reimbursement - State Compensatory Ed - $281,795
Strategy 3 Details
Strategy 3: School counselors will assist students in developing and addressing academic, career, personal, and social / emotional goals. **Funding Sources:** Panorama SEL Student and Teacher Subscriptions - State Compensatory Ed
Strategy 4 Details
Strategy 4: School counselors will provide transition support for students returning to campus following residential treatment, hospitalization for mental health condition, and/or DAEP placement.
Strategy 5 Details
Strategy 5: NCISD will maintain and expand partnerships with community agencies to provide mental health prevention, intervention and postvention.

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 12: Provide an effective school library program on every campus which advances literacy and improves academic achievement.

TEA Priorities:
Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

HB3 Goal

Evaluation Data Sources: Library usage reports
Circulation and other statistical reports
Library visits by campus and district administrators

Strategy 1 Details
Strategy 1: Provide access to a diverse collection of high quality resources that support the varied needs and interests of all students.
Strategy 2 Details
Strategy 2: Provide planned and point-of-need instruction to students to cultivate an appreciation of reading and build information literacy skills.
Strategy 3 Details
Strategy 3: Provide professional learning to library staff to equip them to develop and maintain an effective library program.
Strategy 4 Details
Strategy 4: Utilize library records and other data to share the successes of library programs with stakeholders and identify areas of growth.

Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community.

Performance Objective 13: NCISD will maintain compliance with state and federal regulations for the implementation of high-quality special education services for students who are suspected of having a disability and students who are currently eligible for special education services.

TEA Priorities:
Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

Evaluation Data Sources: State reports (RDA, SPP)

Strategy 1 Details
Strategy 1: NCISD Department of Special Education will increase compliance with State Performance Indicators 11 and 12 related to initial evaluation and initial ARD timelines for students referred to special education. **Funding Sources:** - IDEA -224

Strategy 2 Details
Strategy 2: NCISD Department of Special Education will increase compliance with the Transition Supplements for students ages 14+ who are eligible for special education services according to ensure alignment with the IEP and post secondary outcomes. **Funding Sources:** - IDEA -224

Goal 2: Provide a safe and orderly setting that enhances the teaching and learning environment for students and staff.

Performance Objective 1: NCISD will ensure and improve campus safety by reducing the number of criminal and non-criminal incidents by 5%.

Evaluation Data Sources: NCISD will review the PEIMS 425 discipline records and will conduct a climate survey of students, parents, and staff to determine if criminal and non-criminal activity has decreased.

Strategy 1 Details
Strategy 1: NCISD will provide staff development and training in the following areas: a. Campus level Incident Management Planning; b. District-Level Incident Management Plan; c. CPR/First aid Training; d. Crisis alert systems, local and national; e. Evacuation planning; f. Drug Impairment Training for Educational Professionals (DITEP); g. National Initiative Management Training (NIM); h. Freedom from Harassment Student & Employees; i. Child Abuse and Neglect; j. Drug Free Workplace. k. Pandemic Operations l. Stop the Bleed and Gun Shot Wound training
Strategy 2 Details
Strategy 2: NCISD will conduct Safe and Secure Schools audits bi-annually to review safety concerns.
Strategy 3 Details
Strategy 3: NCISD will review the district, campus and department Emergency Operations Plans annually, recommending revisions where appropriate and revising as needed to address timely concerns. Updated evacuation plans for all campuses and district facilities are posted and included in the Emergency Operations Plans. NCISD will provide a two way radio system across the district for emergency operations and purchase an emergency operations vehicle.
Strategy 4 Details
Strategy 4: Eddie Eagle program (gun safety course) will continue to be conducted for second grade students at the elementary campuses as well as the P.O.W.E.R. (Positive Outreach While Empowering Responsibility) program conducted for sixth grade students at the middle schools.

Strategy 5 Details
Strategy 5: Continue to incorporate Visitor ID checks using V-Soft Raptor System. NCISD will require identification badges to be worn by all employees, substitutes, secondary students and visitors. All parent and community volunteers will be trained, pass background checks and issued ID badges.

Strategy 6 Details
Strategy 6: NCISD will conduct annual criminal history reviews for current employees and upon hiring for new employees and implemented finger printing for employees in accordance with guidelines from SBEC.

Strategy 7 Details
Strategy 7: Police incident reports are submitted to Superintendent. Summary reports of student disciplinary incidents will be reviewed by Campus Administration.

Strategy 8 Details
Strategy 8: The District will continue updating current video monitoring technology and the current security alarm systems for each facility. The district will also use body cameras as video monitoring for student incidents. **Funding Sources:** Kingdom Security Card Readers Wireless Lock upgrade - School Safety & Security Grant

Strategy 9 Details
Strategy 9: The District owns and maintains its own K-9 unit to patrol all campuses. As well as, campus safety officers are placed on all high school campuses for safety patrol, etc.

Strategy 10 Details
Strategy 10: The district will continue to offer training in all aspects of bullying identification and prevention, reporting procedures, tracking, and conduct expectations to both students and staff. Partnerships with other organizations such as Yes to Youth will continue to be used to help meet this need. A district wide bullying reporting form is available on the district web page (School Safety Reporting) as well as a link for participation in Montgomery County Crimestoppers. **Funding Sources:** - High School Allotment

Strategy 11 Details
Strategy 11: District will continue use of school messenger call-out system and/or PIER systems emergency notification to alert schools, parents, community & media of emergency/crisis situation. Ongoing training will be provided to district staff on the use of School Messenger. The district will purchase a two-way radio system for administration to be used for emergencies and weather related emergencies.

Strategy 12 Details

Strategy 12: The district will use the School Safety Funds to:
A. Secure school facilities
B. Provide security for the district through employing additional police officers and collaborating with local law enforcement agencies.
C. School Safety and security training and planning (active shooter, prevention and treatment programs and prevention, identification and management of emergencies and threats).
D. Provide programs related to suicide prevention, interventions and postvention. And to implement parent/guardian notification procedures. TEC 11.252(3)(B)(i)
E. Provide the RAVE Mobility Safety App to all district personnel
F. Provide vape detector subscriptions for junior high and high school restroom monitoring by administration

Funding Sources: - School Safety Allotment, JH and HS Vape Detector Subscriptions for administration - Title IV- 289, - SAFE Cycle 2 Grant , - SAFE Cycle I Grant, SMARTPTT Emergency Radio Infrastructure - SAFE Cycle 2 Grant - $188,530

Strategy 13 Details

Strategy 13: The district will use School Safety grants to continue to meet Chapter 61 school safety standards:
1. Upgrade radio infrastructure for first responders inside campus buildings.
2.Install entry-resistant film on campuses.
3. Install master key boxes for first responders.
4. Update door numbering system on the interior and exteriors of buildings.
5. Purchase a silent panic alert system for campuses.
6. Other items that are necessary to meet Chapter 61 minimum requirements.

Funding Sources: - SAFE Cycle I Grant, - SAFE Cycle 2 Grant , - Silent Panic Alert Grant -426, - School Safety Standards Grant, SMARTPTT Emergency Radio Infrastructure - SAFE Cycle 2 Grant - $188,530

Goal 2: Provide a safe and orderly setting that enhances the teaching and learning environment for students and staff.

Performance Objective 2: NCISD will investigate, establish, and promote programs to lower the number of PEIMS 425 discipline records by 5% district-wide.

Evaluation Data Sources: NCISD PEIMS discipline data will show a reduction of 5% in the number of school suspensions, JJAEP and DAEP placements district-wide for 2024-2025

Strategy 1 Details
Strategy 1: Counselors will be used in a proactive manner to provide social skills as appropriate at each campus, conflict resolution and violence prevention programs. TEC 11.252 (3)(B)(ii)(iii)(iv) **Funding Sources:** - High School Allotment, Emergent Tree Behavior lessons students and teacher subscriptions - State Compensatory Ed

Strategy 2 Details
Strategy 2: Student violence prevention and intervention strategies in place at all campuses will include dating violence prevention and intervention, bullying prevention and character education. TEC 37.0831

Strategy 3 Details
Strategy 3: Provide support to campuses to improve health of students and employees under the guidance of the district health coordinator. A.) As soon as possible after admission and within a period set by rule, a student required to be screened shall undergo approved screening for vision and hearing disorders and any other special senses and communication disorders specified by the Texas Department of State Health Services (TDSHS). Health and Safety Code 36.005(a). B.) Each student required by TDSHS rule to be screened shall undergo approved screening for abnormal spinal curvature. Health and Safety Code 37.002(a).

Strategy 4 Details
Strategy 4: Increase staff, student and parent awareness of sexual abuse, sex trafficking and other maltreatment of children. TEC 38.0041(a), TEC 11,252(c)(9) and to provide information on trauma informed care. SB 11 **Funding Sources:** - School Safety Allotment

Strategy 5 Details
Strategy 5: Through the implementation of the Multi-tiered Systems of Support (MTSS) framework, including Tier 1 best practices to support social-emotional, mental, and behavioral health, staff training and implementation of vetted resources will be used to positively impact campus climate/culture ultimately reducing student discipline incidents and threat assessments, while increasing student and staff attendance. **Funding Sources:** TBRI Coaching with CASA of Montgomery County - Stronger Connections Grant , Social Emotional Learning and Mental Health Resources (Fidgets, Regulation Stickers) - Stronger Connections Grant - $600, Solution Tree Professional Development - Trauma Sensitive Classrooms - Stronger Connections Grant - $9,700, Emergent Tree - Classroom Coaching Tool/Tier 1 Resources - State Compensatory Ed - $7,905, Office Depot - Furniture, Applicance, Decor for campus Zen Dens - Stronger Connections Grant - $4,500, Michaels - Office Decor, Fidgets, Essential Oils, Relaxation Resources - Stronger Connections Grant - $1,938.83, Amazon - Resources for Zen Dens - Stronger Connections Grant - $190.43, School Specialty - Adult Bean Bag for Zen Dens - Stronger Connections Grant - $494.99, Solution Tree - Trauma-Sensitive Instruction Book - Stronger Connections Grant - $6,560, CASA - TBRI Training for New Teachers - Stronger Connections Grant - $6,618.40, Region 6 Behavior Conference - Stronger Connections Grant - $180, Solution Tree - Trauma Sensitive Instruction Book - Title II- 255 - $1,100, CASA - TBRI Training for New Teachers - Stronger Connections Grant - $3,118.40

Goal 2: Provide a safe and orderly setting that enhances the teaching and learning environment for students and staff.

Performance Objective 3: NCISD facility improvements and technology infrastructure will be completed on time and within budget.

Evaluation Data Sources: Projects completion evaluations compared to the original budget and timelines.

Strategy 1 Details
Strategy 1: NCISD will continue to: a) Implement plans for upgrading existing facilities. b) Implement and review plans to construct new facilities approved by recent bond elections. c) Provide a mechanism for maintenance and repairs on existing facilities. d) Review recommendations and make decisions regarding facility needs and improvements. e) Follow safety standard requirements from TEA.
Strategy 2 Details
Strategy 2: NCISD will provide support to personnel to maintain and upgrade technology and prevent cyber attacks. **Funding Sources:** Knowbe4 - supplemental cybersecurity training - Title IV- 289
Strategy 3 Details
Strategy 3: NCISD will continue to implement a plan for systematically maintaining and upgrading existing technology. Leasing vs. purchasing hardware will be explored to determine cost effectiveness. Classroom improvements with additional technology for in class and remote learning.
Strategy 4 Details
Strategy 4: NCISD will use the Integrated Security Coordinator, who is responsible for installing, maintaining and repairing electronic integrated security systems including, but not limited to, Internet Protocol (IP) applications, cameras, burglar alarm systems, fire control systems, visitor management systems, entry access systems and other life safety systems. This position will also support the department by assisting with inspections and audits.

Goal 2: Provide a safe and orderly setting that enhances the teaching and learning environment for students and staff.

Performance Objective 4: Create a network of radios to work the entire NCISD area to provide emergency communication efforts .

Evaluation Data Sources: Radios will be used in emergency situations. Evaluate the effectiveness of communication during an emergency.

Strategy 1 Details
Strategy 1: Radios will be distributed to all campuses and departments. Training will be provided for how to implement use of radios during an emergency. Emergency drills will be conducted during the school year to ensure effectiveness.

Goal 3: Provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 1: All NCISD teachers will meet the ESSA (Every Student Succeeds Act) standards of highly effective and paraprofessionals will meet the ESSA standards of highly qualified.

Evaluation Data Sources: NCISD Staff Plan will reflect 100% of teachers and paraprofessionals meeting the standards of ESSA.

Strategy 1 Details
Strategy 1: Increase attendance/participation at Job Fairs and focus group meetings: a. NCISD Job Fair; b. University job fairs; c. Alternative Certification Programs d. Teacher Certification Programs e. Professional Organizations. **Equity Plan** **Funding Sources:** Additional funds to attend job fairs that target high need areas - Title II- 255
Strategy 2 Details
Strategy 2: NCISD will continue innovative marketing efforts: a. Human Resources web page; b. Job opportunities page; c. Integrated online application and tracking system; d. Maintain contact with university career centers; e. Partnerships with teacher preparation programs and career centers; f. Hosting student teachers; g. Follow-up with prospective candidates; h. Targeting industry applicants i . advertise current openings on all NCISD Social Pages j. Utilize alternative digital advertisement in various forms for efficiency
Strategy 3 Details
Strategy 3: NCISD will continue to schedule and monitor staff development and professional growth using Eduphoria Workshop.

Strategy 4 Details
Strategy 4: Be proactive in promoting a positive image to staff, students, prospective employees and community by: a. Taking advantage of all opportunities to showcase staff and student success b. Maintain the department web page c. Update posted vacancies on the website

Strategy 5 Details
Strategy 5: Assist staff in meeting certification requirements: a. Certification preparation assistance b. Student loan forgiveness assistance

Goal 3: Provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 2: NCISD will lower the employee turnover rate to 17% based on the annual RDA report.

Evaluation Data Sources: NCISD Staffing Plan will reflect 100% of teachers meeting the highly effective standards of ESSA and paraprofessionals meeting the highly qualified standards of ESSA. The teacher turnover rate will remain below that of the state.

Strategy 1 Details
Strategy 1: NCISD will retain its highly effective teachers by offering an induction support program: a. Provide an effective and meaningful new teacher orientation spread throughout the year; b. Provide a paid mentor for novice teachers; c. Provide novice teachers focused technical support by district personnel; d. The district will examine average tenure by campus and department.

Strategy 2 Details
Strategy 2: NCISD will continue to improve salaries, benefits and working conditions for teachers by: a. Market analysis of salaries, benefits and incentives; b. Provide stipends for critical need areas and extra duty assignments; c. Limit duties and after school responsibilities; d. Maintain student discipline; e. Maintain a positive school climate; f. Ensure that staff has a voice in how the schools operate;; g. In-district site for college courses; h. Incentives for advanced degrees. **Funding Sources:** - State CTE, - State BIL/ESL

Strategy 3 Details
Strategy 3: NCISD will continue work to improve teacher morale with implementation of employee recognition programs: a. Showcase staff in newsletters, district publications, website and weekly bulletins; b. Provide annual retirement recognition c. Recognize campus and district Teacher of the Year and Employee of the Year; d. Campus Employee Recognition at Board Meetings e. Chow wagon luncheon provided and served by central office staff. f. Employee recognition through various media outlets

Goal 3: Provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 3: NCISD will provide meaningful and quality professional growth opportunities for all administrators, teachers, and paraprofessionals.

Evaluation Data Sources: NCISD will evaluate the collected data regarding staff participation and the effectiveness of staff development activities.

Strategy 1 Details
Strategy 1: NCISD will continue to investigate and implement meaningful, quality professional growth activities: a. Provide a mentor program for novice teachers; b. Devise an effective and meaningful new teacher orientation which will be implemented throughout the school year; c. Provide professional growth activities for employees throughout the school year; d. Utilize an employee questionnaire giving feedback on activities offered; e. Promote Strategies and Techniques f. NCISD will review all professional development and implement a comprehensive plan for paraprofessionals. g. Provide required hours of professional development for HB 3 (effective Pre-K Program) h. Provide opportunities and support for Ready, Set, Teach Instructors at all NCISD high schools to grow their programs in hopes of increasing enrollment and retention of those students seeking a career in the teaching field. i. Campus leaders, including Instructional Coaches and Administrators, will receive training to support and grow excellent teachers who will then be able to regularly and effective set learning goals for their students and also learn how to use a variety of data sources to monitor progress towards these goals throughout the year; the SLO process aims to capture this best practice as a means to allow teachers and teacher appraisers to determine and reflect on a teacher's pedagogical strengths and areas for growth. **Funding Sources:** Amplify Strengthen Training - Title II- 255, La Rocca Literacy - Power Up Gradual Release Writing ECRs & Revising; NCISD Spring RLA Instructional Coaching Rounds - Title IV- 289, Book study "The Paraprofessionals Handbook" - Title I- 211
Strategy 2 Details
Strategy 2: Provide leadership and professional development as identified in needs assessment to district and campus leaders. **Funding Sources:** Instructional Specialist Books Secondary - Title II- 255, Instructional Specialist Books Elementary - Title II- 255 - $11,358, Director of Federal Programs trainings and conferences - Title I- 211 - $5,000, Assessment Training Conference and THINK Conference - Title II- 255 - $40,000
Strategy 3 Details
Strategy 3: Professional development opportunities will provide teachers with strategies to better address the needs of a culturally diverse student population and to maximize the academic success of at-risk students. NCISD will provide professional development opportunities for ESL strategies and techniques for all teachers. **Funding Sources:** - Title III- 263, - State BIL/ESL

Strategy 4 Details
Strategy 4: NCISD Department of Special Education will continue to provide professional development in the areas of referral, identification, evaluation, academic, behavioral and social skills services for students who may be or are eligible for special education services. **Funding Sources:** - IDEA -224, - State Sped

Goal 3: Provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds.

Performance Objective 4: NCISD will increase the existing attendance rate for staff by 2% as a whole district.

Evaluation Data Sources: Comparison of 2024-2025 data to previous years data.

Strategy 1 Details
Strategy 1: A district-level committee will be established to develop strategies for improving staff attendance and to review employee attendance data to assess the impact. The committee will also determine awards and recognition for excellent attendance.

Goal 4: Provide opportunities for parents and community members to support student achievement.

Performance Objective 1: NCISD parents/family are provided various options for engagement in their child's education.

High Priority

Evaluation Data Sources: Each NCISD campus/department will provide documentation of parent/family engagement in various campus/department activities.

Strategy 1 Details
Strategy 1: The district will implement a comprehensive parent and family engagement strategy that includes maintaining a district-wide and campus-specific engagement policy, with materials translated into Spanish. Efforts will focus on early childhood readiness, including HB3 requirements, Pre-K/Kindergarten registration events, and literacy programs like ReadyRosie and summer reading initiatives. The district will provide training for families of students in special education and support Emergent Bilingual and migrant families through events, resources, and community partnerships. Additionally, parents will receive information on college admissions, financial aid, and the Texas Grant Program through meetings and course guides. **Funding Sources:** Improvement Plan translated to Spanish - Local, Ready Rosie - Early Education Allotment, PreK & K Backpacks - Title I- 211, Kindergarten Reading Packets - Title I- 211, Migrant staff/parent conference (PFE) - Migrant-212
Strategy 2 Details
Strategy 2: The district will ensure that parents and families are consistently informed and engaged through multiple communication channels, including student handbooks, report cards, newsletters, course guides, and parent-teacher conferences. Key information--such as grading guidelines, STAAR/EOC resources, and special programs--is shared in both English and Spanish through printed materials, digital platforms, and communication tools like Remind and email. Additionally, school performance indicators, district and campus plans, board policies, and federal/state accountability reports are regularly published on the district website to promote transparency and community involvement.
Strategy 3 Details
Strategy 3: The district will strengthen community and family engagement by promoting meaningful volunteer opportunities and fostering a culture of recognition and appreciation for volunteer contributions.
Strategy 4 Details
Strategy 4: Parents will be provided the opportunity, as appropriate with federal regulations, to attend professional development training activities. Parents will have the opportunity to engage in activities that align with TEKS and student achievement (supplies and materials for activities). **Funding Sources:** Family Leadership Purchases (Parenting Partners, ProStengths, Family Meal Challenge, etc) - Title I- 211 - $67,500, Calm and Kind Program Materials - Title I- 211 - $2,000, amily Leadership Purchases (Parenting Partners, ProStengths, Family Meal Challenge, etc) - Title IV- 289 - $7,500, Parenting Partners Gradution Materials - Title I- 211 - $1,300

Strategy 5 Details
Strategy 5: The district will support the social-emotional and mental health needs of students by partnering with community agencies such as Tri-County and Yes to Youth, and by equipping counselors with training in evidence-based programs like Why Try and Resilience for Youth to implement targeted interventions for at-risk students. **Funding Sources:** Why Try - Online Counselor Resources - TEHCY Continuation- 206

Strategy 6 Details
Strategy 6: The Title I Coordinator will administer the Title I program and monitor campus compliance by providing training to staff on Family and Community Engagement requirements. The Coordinator will also assist campuses with conducting needs assessments and developing campus improvement plans aligned to Title I requirements. **Funding Sources:** Director of State and Federal programs Professional development travel, registration fees and supplies & materials - Title I- 211, Title I Coordinator Salary, benefits, Professional development travel, registration fees and supplies & materials - Title I- 211 - $146,521, Title 1 Crate - Title I- 211 - $6,600, Copier for printing Parent Family Engagement/ Title 1 materials. - Title I- 211 - $1,700, Title I Fee Service - Title I- 211 - $8,700, PNP Newspaper Ad/Consultation - Title I- 211 - $450, Title 1 Secretary salary, benefits, supplies and materials - Title I- 211 - $45,825

Strategy 7 Details
Strategy 7: The district will provide a health and wellness fair for families. The fair will have vendors from around the community who support health and wellness. Families will visit vendors to learn about community resources and tools to promote healthy lifestyles. Students will leave with resources and tools to help manage stress. **Funding Sources:** Tools to promote healthy lifestyles - Stronger Connections Grant

Comprehensive Support Strategies

RDA Strategies

Goal	Objective	Strategy	Description
1	1	7	Provide quality ongoing professional development for leadership teams and teachers in the use of data to drive instructional practices and improve student outcomes at the meets and masters level on state assessments.
1	3	1	NCISD Department of Special Education will provide professional development to all special education staff and campus administrators for implementation of the continuum of special education services, research-based instructional interventions, use/implementation of accommodations, and curriculum access tools (Google Read/Write) to ensure students have access and exposure to general education curriculum to the maximum extent appropriate to increase performance of students receiving special education services on STAAR assessments in grades 3-8, English I, English II, Algebra I, and Biology.

Goal	Objective	Strategy	Description
1	3	3	To address compliance issues regarding RDA Performance Level: a. Provide staff development for administrators regarding special education law, both federal and state. b. Continue to review and improve district special education procedures for students receiving special education services. c. Continue to strictly monitor compliance with State and federal time-lines, d. Review and update the district RDA Targeted Improvement Plan (TIP) yearly; review TIP with district staff for continued implementation and revision.
1	8	6	Enrollment conferences will be used to develop a relationship with at-risk and highly mobile students including McKinney Vento, unaccompanied youth, and Military-Connected students and families to determine the needs of the student to be successful in school. Multiple campus personnel attends the conferences to get to know the student and families' needs. These conferences are used to assist in ways to increase grades and attendance and to determine the social-emotional and basic needs of the student.