



Hughes Elementary

CAMPUS IMPROVEMENT PLAN SUMMARY

	2023-2024	2024-2025
Asian	6%	7%
African American	17%	20%
Hispanic Latino	29%	25%
White	42%	40%
At Risk	36%	39%
Special Education	21%	23%
Economically Disadvantaged	44%	46%
Emergent Bilingual	11%	12%

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

Priority 1.1: Literacy

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

Campus Strategy:

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

Priority 1.2: Academic Progress

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

Campus Strategy:

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

Priority 1.3: College, Career, Military & Life Readiness

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

Campus Strategy:

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

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

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

Priority 2.1: Recruit

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

Campus Strategy:

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

Priority 2.2: Value

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

Campus Strategy:

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

Priority 2.3: Retain

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

Campus Strategy:

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

NISD Strategic Goal 3:

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

Priority 3.1: Engagement

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

Campus Strategy:

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

Priority 3.2: Culture

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

Campus Strategy:

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

Priority 3.3: Safety

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

Campus Strategy:

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