



CAMPUS IMPROVEMENT PLANS

September 28, 2026

Core Beliefs

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



Vision

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

Mission

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



Strategic Goals

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



Priority Objectives

PreK-12 Grade Literacy

Academic Progress

College, Career, Military and Life Readiness

Recruit, Value, and Retain Staff

Engagement

Culture

Safety



Strategic Planning Flowchart



Campus Improvement Plans

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



Basic Requirements

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

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



Comprehensive Needs Assessment

Includes:

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



Needs Assessment

Demographic Section:

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

Student Learning Section:

25-26 EOY mClass	K	1	2	3
% On/Above Reading Level	%	%	%	%
% Met Growth Projection	%	%	%	%

**Add narrative here*

STAAR Data	2025 3rd Grade Reading	2026 3rd Grade Reading	2025 4 th Grade Reading	2026 4 th Grade Reading	2025 5th Grade Reading	2026 5th Grade Reading
% Approaches and higher	%	%	%	%	%	%
% Meets and higher	%	%	%	%	%	%
% Masters	%	%	%	%	%	%



Problem Statement(s)

Problem Statement

1
★

Campus demographics and student support data indicate a need for strong, responsive Tier 1 instruction and targeted supports to meet the diverse academic needs of students, including those identified as At Risk, receiving Special Education services, or receiving Tier 2 and Tier 3 MTSS intervention.

Root Cause

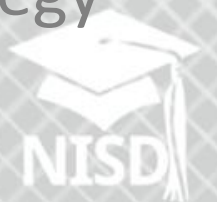
Student support data indicate an opportunity to strengthen Tier 1 differentiation and responsiveness while ensuring supplemental and specialized supports are targeted to individual student needs and informed by ongoing progress monitoring.



CIP Requirements

Includes:

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



Campus Goals

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



Strategic Goal 1 Measurable Goals:			Strategic Goal 1&2 Measurable Goals:	Strategic Goal 3 Measurable Goals:
Our Literacy Growth & Achievement Goal(s)	Our Math Growth & Achievement Goal(s)	Our College, Career / Life Readiness Goal(s)	Our Goal(s) for Utilizing Common Formative Assessments to Drive Instruction & Support Teachers in the Process. This includes one or more of the following focus areas-Learning Targets, Student Discourse & Content Literacy	Our Goal(s) for Implementing Tier 1 Behavior Supports to "sustain" and Tier 2 & 3 Supports to "scale" or "sustain"
Proficiency Goal: Romer Elementary students will achieve at levels on or above the district average on comprehensive assessments 70+% of the time.	Proficiency Goal: Romer students will achieve at levels on or above the district average on comprehensive assessments 70+% of the time.	100% of K-5 classrooms will integrate CTE videos into instruction at least once per year.	Learning Targets: 100% of teachers will craft and utilize learning targets to engage students in vocabulary development, academic discourse, and rigorous tasks.	100% of classrooms will teach the core values of safe, respectful and responsible, and will consistently utilize connected acknowledgement feedback in all learning spaces.
Growth Goal: Romer Elementary students will demonstrate at least one performance-level band of academic growth, based on their individual starting point.	Growth Goal: Romer Elementary students will demonstrate at least one performance-level band of academic growth, based on their individual starting point.		Formative Assessments: 100% of teachers will plan common formative assessments to monitor student achievement and progress to drive instruction and intervention opportunities.	add text here
How We Will Monitor Our Progress	How We Will Monitor Our Progress	How We Will Monitor Our Progress	How We Will Monitor Our Progress	How We Will Monitor Our Progress
Student progress in PreK-5 will be monitored using comprehensive assessments and tracked in our Campus Data Dashboard. These will be updated in alignment with the district calendars. Progress will be reviewed in PLCs and professional learning. PLCs will be held weekly. vertical ELAR PLCs will be held two times per month in 3rd - 5th grades, and professional learning will be scheduled at least 2 times per month.	Student progress in PreK-5 will be monitored using comprehensive assessments and tracked in our Campus Data Dashboard. These will be updated in alignment with the district calendars. Progress will be reviewed in PLCs and professional learning. PLCs will be held weekly. vertical math PLCs will be held two times per month in 3rd - 5th grades, and professional learning will be scheduled at least 2 times per month.	Videos will be embedded in the campus Morning Meeting Notebook resources. Student reflections about future goals will be included in Rise Notebooks. Students will share learning about careers and future goals with their families. Career Day plans and activities.	PLC agendas will show evidence of backward design and planning with purpose to craft learning targets. Lesson Plans will show evidence of learning target alignment to standards and rigor of instructional tasks and materials, as well as, planning common formative assessments and how they are aligned to the success criteria in the learning target.	Creation of core values and campus behavior framework Pink feather challenges Feedback Board Completion Walk-through Data (Using Emergent Tree System) Emergent Tree Program Review

Instructional Strategies We Will Use to Meet Our Literacy Goal(s):	How We Will Ensure Fidelity of Implementation of Our New Math Curriculum to Meet Our Math Goal(s):	Strategies We Will Use to Meet Our CCMR Goal(s):	Instructional Strategies We Will Use:	Instructional Strategies We Will Use:
Tier 1 Instruction: We will move from design to scale by creating consistency in instructional planning routines, systems, and language aligned to the NISD Instructional Framework. We will move from design to scale by consistently implementing high-leverage Tier 1 instructional strategies aligned to the NISD Instructional Framework.	Tier 1 Instruction: We will move from design to scale by creating consistency in instructional planning routines, systems, and language aligned to the NISD Instructional Framework. We will move from design to scale by consistently implementing high-leverage Tier 1 instructional strategies aligned to the NISD Instructional Framework.	Students will participate in structured speaking and communication activities (e.g., discussions, presentations, or reflections) throughout the year to demonstrate understanding and build awareness of future opportunities available in CTE pathways and future job fields. We will engage students in discussions relevant writing activities aligned to the video content.	We will train all staff in campus planning processes for crafting and utilizing learning targets as an instructional tool. Professional learning structures, Vertical PLCs, PLCs, and coaching cycles will be used to support staff with this learning.	Morning Meeting: We will provide direct instruction on the core values using Emergent Tree curriculum.
Assessment Cycle: We will move from design to scale by implementing a common campus assessment cycle that connects backward design, data analysis, instructional implications, and progress monitoring. A campus data dashboard will be established and maintained. Data meetings will be a recurring component of PLC calendars.	Assessment Cycle: We will move from design to scale by implementing a common campus assessment cycle that connects backward design, data analysis, instructional implications, and progress monitoring. A campus data dashboard will be established and maintained. Data meetings will be a recurring component of PLC calendars.	We will host a Career Day event for students to further practice communication skills and explore real-world career connections.	We will establish and intentionally plan with common tier 1 vocabulary and academic language.	Parent Engagement: We will communicate our campus' core values and expectations as they relate to being safe, respectful, and responsible.
Parent Engagement: We will establish partnerships with parents to support student growth and achievement. We will clearly communicate student progress aligned to grade-level expectations multiple times throughout the year. We will provide resources and models for parents to utilize in supporting thier student's academic progress at home.	Parent Engagement: We will establish partnerships with parents to support student growth and achievement. We will clearly communicate student progress aligned to grade-level expectations multiple times throughout the year. We will provide resources and models for parents to utilize in supporting thier student's academic progress at home.			Acknowledgement Ratio: We will consistently provide a 3 to 1 acknowledgement to correction feedback ratio.

Needs Assessment

District Priority Goals

Campus Goals

Performance
Objectives

Strategies





Worthington Middle School

CAMPUS IMPROVEMENT PLAN SUMMARY

	2024-2025	2025-2026
Asian	15%	17%
African American	20%	18%
Hispanic Latino	23%	24%
White	37%	35%
At Risk	47%	48%
Special Education	18%	20%
Economically Disadvantaged	32%	30%
Emergent Bilingual	13%	11%

Annual Snapshot data

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

Priority 1.1: Literacy

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

Campus Strategy:

Teachers will consistently develop, communicate, and use standards-aligned learning targets to plan data-driven small-group instruction. Student performance data will be used to group students by instructional need, provide targeted support and enrichment, and monitor progress toward growth at the Approaches, Meets, and Masters levels on STAAR.

Priority 1.2: Academic Progress

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

Campus Strategy:

Students will independently track their academic goals and progress with guidance and support from their classroom teachers. Teachers will use student goals and performance data to tailor instruction through targeted small-group instruction and differentiation, ensuring each student receives the support or enrichment needed to demonstrate continued academic growth.

Priority 1.3: College, Career, Military & Life Readiness

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

Campus Strategy:

Teachers will provide daily advisory lessons tailored to the needs and interests of their students to increase awareness of high school academies, specialized programs and pathways, college and career opportunities, and military service options. These lessons will help students identify their interests, explore future possibilities, and make informed decisions about their educational and career goals.

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

Priority 2.1: Recruit

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

Campus Strategy:

The campus will maintain an active and positive social media and online presence that highlights student success, staff accomplishments, campus events, and the culture of Worthington Middle School to attract high-quality candidates and strengthen staff morale and pride. Campus administration will also monitor potential staffing vacancies and promotional opportunities throughout the year to support proactive recruitment, staff retention, and leadership development.

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:

Worthington Middle School will support both new and veteran teachers through a structured mentoring program, collaborative grade-level meetings, and ongoing professional support. Routine check-ins from colleagues and campus administrators will help ensure teachers feel connected, valued, and supported while promoting their social-emotional well-being and professional growth.

Priority 2.3: Retain

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

Campus Strategy:

CWMS leaders will solicit feedback and input on campus culture and processes as well as create and maintain cycles of learning and celebration on campus.

NISD Strategic Goal 3:

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

Priority 3.1: Engagement

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

Campus Strategy:

CWMS will respond to community needs and create and communicate opportunities for families to partner with the school via campus events and PTSA activities

Priority 3.2: Culture

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

Campus Strategy:

The campus will continue to strengthen two-way communication by providing consistent opportunities for staff, students, and families to share feedback, ask questions, and contribute ideas. Campus leaders will actively listen, respond to concerns, recognize contributions, and communicate follow-up actions so all stakeholders feel heard, valued, and connected to the school community.

Priority 3.3: Safety

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

Campus Strategy:

Worthington Middle School will utilize newsletters, ParentSquare posts, parent nights, Open House, and other campus events to consistently communicate campus plans, procedures, expectations, and available systems of support. These communication opportunities will ensure students, staff, and families remain informed, connected, and equipped to access the resources needed for student success



Goals/Performance Objectives/Strategies

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

Performance Objective 1

Literacy

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

Evaluation Data Source: PreK Circle, mCLASS Composite, MAP Growth, STAAR

Strategy 1

Teachers will engage in intentional, standards-aligned planning that identifies essential learning, anticipates misconceptions, and uses assessment data to design purposeful literacy instruction aligned to student needs.

Strategy's Expected Result/Impact: Teachers will use lesson internalization to intentionally plan for the specific needs of their students, resulting in purposeful, student-focused literacy instruction and increased student engagement, understanding, and mastery of grade-level standards.

Staff Responsible for Monitoring: Administrators, Content Coaches, Teachers

Problem Statements: Demographics 1, 2, 5 - Student Learning 1, 2, 5 - School Processes & Programs 1, 2, 4

Title I: 2.5.1

Formative Reviews

November

January

March

May

Strategy 2

Teachers will create purposeful learning environments where students understand the learning target, engage in meaningful literacy tasks, and actively monitor and communicate their own learning and progress.

Strategy's Expected Result/Impact: Students will demonstrate increased engagement, ownership, and understanding of their literacy learning by actively engaging in grade-level tasks, articulating learning expectations, and applying literacy skills with increasing independence.

Staff Responsible for Monitoring: Administrators, Teachers, Content Coaches

Problem Statements: Demographics 2, 5 - Student Learning 2, 5 - School Processes & Programs 2, 4



Formative Assessment Checks

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

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2026-2027

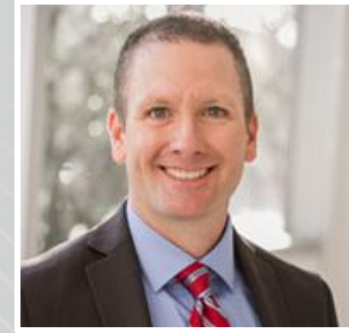
Campus Improvement Plans



Kim Becan
Executive Director for
Elementary Education



Kasey Williams
Executive Director of
Elementary Support



Chris Hill
Executive Director for
Secondary Education

Questions?

