New Caney Independent School District

District Improvement Plan

2026-2027 Goals/Performance Objectives/Strategies

Board Approval Date: September 21, 2026

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

Table of Contents

Core Values 2
Goals 4
Goal 1: Provide high achieving, student-centered programs that produce graduates who are prepared to be contributing members of our community. 4
Goal 2: Provide a safe and orderly setting that enhances the teaching and learning environment for students and staff. 39
Goal 3: Provide resources to support current and future student-centered programs of the district while being responsible stewards of taxpayer funds. 49
Goal 4: Provide opportunities for parents and community members to support student achievement. 56

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%.

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: Professional development will be provided so that strategies can be learned by staff to improve student achievement in all academic areas, bilingual/ESL, 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, Solution Tree, 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. The district will utilize Region 6 and Solution Tree to sustain 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. Instructional leaders will gain this training through Ron Clark Academy. **Strategy's Expected Result/Impact:** Number of hours offered and taken and certificates of completion. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education **Funding Sources:** LOTE Professional Development - Title II- 255 - $10,000, Think Big Learning - Title II- 255 - $10,500, SIBME - Title I- 211 - $46,840, SIBME - Title II- 255 - $33,085, LETRS 1- Specialists - Title I- 211 - $2,000, LETRS 2- Specialists - Title I- 211 - $4,000, Texas Assessment Conference - Directors and Exec. Director - Title I- 211 - $3,900, GCACON - Specialists - Title III- 263 - $7,000, Solution Tree 15 Day Challenge - Title I- 211 - $5,000, CAST - Specialist - Title I- 211 - $300, TSELA - Specialist - Title I- 211 - $300	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** STAAR, TELPAS, MOCK tests, Curriculum Based Assessments, Bundle Tests, CLI CIRCLE assessments, completion of curriculum framework and state approved progress monitoring instrument and increased graduation rates. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education **Funding Sources:** Instructional Specialist - Title II- 255 - 255X-13-995-2400-611900, Inst. Specialist ELAR Elementary - State Compensatory Ed, PK Instructional Coaches and Mileage for in district travel from each campus - State Compensatory Ed, EB INSTRUCTIONAL SPECIALISTS - Title III- 263, Teach Big - Title I- 211 - $1,000	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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) **Strategy's Expected Result/Impact:** STAAR/MOCK Tests /Curriculum Based Assessments/Bundle Tests. Number of virtual courses offered Cohort completion rates. STAAR/MOCK Tests /Curriculum Based Assessments/Bundle Tests; Lesson Plans **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education	 Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Number of virtual courses offered Cohort completion rates. STAAR/MOCK Tests /Curriculum Based Assessments/Bundle Tests, CLI Engage; Lesson Plans. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education Executive Director Instructional Support	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5: Implement high-quality, research-based social-emotional learning (SEL) resources to strengthen school climate, increase student engagement, and remove barriers to learning by providing districtwide implementation of CharacterStrong in elementary schools and Imagine Purpose (Imagine Learning) in secondary schools. Campuses will implement these resources with fidelity to foster safe, supportive learning environments that contribute to improved attendance, positive student behavior, and increased academic achievement, including growth in STAAR/EOC performance. **Strategy's Expected Result/Impact:** Improved school climate, increased student attendance and engagement, reduced behavior referrals, and increased student achievement, resulting in growth in STAAR/EOC performance. **Staff Responsible for Monitoring:** Director of Counseling, Executive Directors of Elementary & Secondary Education. **Funding Sources:** CharacterStrong - Title I- 211 - $49,856.93	 Some Progress			

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increase in academic growth for Pk-3 in the areas of reading and math. Also growth in 4th and 5th for at-risk students **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education **Funding Sources:** Reading Academy Specialist - State Compensatory Ed	 Some Progress			

Strategy 7 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Student increase in reaching meets and masters on state assessment. **Staff Responsible for Monitoring:** Director of Accountability **Results Driven Accountability**	 Some Progress			

Strategy 8 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 8: Provide additional supplemental instructional resources in order to enhance the quality of classroom instruction in science in 3rd through 5th grade. **Strategy's Expected Result/Impact:** Student increase in reaching meets and masters on state assessment. **Staff Responsible for Monitoring:** Director of Elementary Instruction and Elementary Science Specialist **Funding Sources:** Supplemental Science materials elementary - Title I- 211 - $24,000	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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.

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: NCISD will continue to use technology systems, including Eduphoria, Laserfiche, and web-based IEP/IAP programs, to monitor all students in special programs. These systems will also support MTSS, including early reading interventions, to track student progress and guide targeted support. **Strategy's Expected Result/Impact:** District and campus administrators will meet periodically to assess the effectiveness of the program Agenda and sign-in sheets Web-based ARD documents included in student audit folders. **Staff Responsible for Monitoring:** Director of Special Education, Director of Special Programs **Funding Sources:** - IDEA -224, - State Dyslexia Allotment				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** District and campus administrators will meet periodically to assess the effectiveness of the program. Agenda and sign-in sheets **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education Executive Director Instructional Support **Funding Sources:** - State Sped, - State Dyslexia Allotment	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Agendas and sign in sheets from staff development, district established procedures. Measurable improvement in reading outcomes through MTSS interventions and 504 accommodations. Increased staff capacity to implement effective reading interventions and accommodations. **Staff Responsible for Monitoring:** Director of Special Programs **Funding Sources:** Dyslexia trainings for Dyslexia Teachers and Administrators (General Ed and Special Ed) - State Dyslexia Allotment				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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; **Strategy's Expected Result/Impact:** Student achievement will be periodically monitored and reviewed by persons responsible. Periodic progress reports will be made and reviewed by DLAC. Annual Program evaluations **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education Executive Director Instructional Support CTE Director, Directors of Instruction, Director of Advanced Academics, Director of Multilingual Education, Director of Special Education, Director of Special Programs **Funding Sources:** - State CTE, - State GT, - State BIL/ESL, - CTE - Perkins -244 , - IDEA -224, - State Sped, - State Dyslexia Allotment	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Meeting agendas, sign in sheets, district established procedures **Staff Responsible for Monitoring:** Director of Special Education **Funding Sources:** - IDEA -224				

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Credits earned; attendance at school and day care center; sign-in sheets; documentation from doctor; PRS forms. **Staff Responsible for Monitoring:** Director of Counseling, Crisis Counselor **Funding Sources:** Homebound teachers (3) - State Compensatory Ed, Rocking Horse Day Care - State Compensatory Ed - $15,000	 Some Progress			

Strategy 7 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 7: NCISD will facilitate training for teachers needing Bilingual and ESL certification. **Strategy's Expected Result/Impact:** Master schedules, staffing lists **Staff Responsible for Monitoring:** Director of Multilingual Instruction **Funding Sources:** Training for Bilingual Supplemental/BTLPT/ ESL exam - State BIL/ESL	 Some Progress			

Strategy 8 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. increasing 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), TELPAS Camp i. Support Newcomers acquiring a second language through online programs (Rosetta Stone, Raz Plus, Transcript Service) 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 **Strategy's Expected Result/Impact:** Flyers, brochures, meeting agendas, sign-in sheets, and the number of students participating **Staff Responsible for Monitoring:** Director of Multilingual **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 Learning 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 for Newcomers - Title III- 263, Cross-Linguistic Transfer PD - Title III- 263, PD Books to support EBs - Title III- 263, Language Test - State BIL/ESL, Books for small group and intervention - Title III- 263, PD for Multilingual Coaches and books - Title III- 263, TELPAS Camp - Title III- 263, PD- ELPS - State BIL/ESL, Transcript Evaluation - Title III- 263 - $3,500, Professional Development for District Leadership (TABE) - State BIL/ESL - $4,030	 Some Progress			

Strategy 9 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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 English language acquisition programs (like Rosetta Stone) and 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). **Strategy's Expected Result/Impact:** Agendas from staff development, sign-in sheets, enrollment in classes, increased participation. **Staff Responsible for Monitoring:** Director of Multilingual **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, Rosetta Stone - State BIL/ESL - $9,675	 Some Progress			

Strategy 10 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Personnel in place **Staff Responsible for Monitoring:** Director of Support Programs **Funding Sources:** Hands on materials - Title III- 263, - State Dyslexia Allotment				

Strategy 11 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Personnel in Place **Staff Responsible for Monitoring:** Director of Multilingual **Funding Sources:** - Title III- 263 - 266,612, - State BIL/ESL - 318454	 Some Progress			

Strategy 12 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Teacher support logs, Coaches support logs, NWEA Map, CBA data tracking, and classroom visit logs **Staff Responsible for Monitoring:** Director of Special Education				

Strategy 13 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Teachers and instructional coaches support logs, CBA tests, classroom visit logs. **Staff Responsible for Monitoring:** Director of Multilingual Instruction **Funding Sources:** Migrant - Migrant-212, AMET Conference - Specialist - Migrant-212 - $1,000	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Meeting agendas and sign-in sheets **Staff Responsible for Monitoring:** Director of Special Education **Results Driven Accountability**				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Meeting agendas and sign-in sheets; Enrollment data; Sign-in sheets; E-grant request; record of staff who has been certified in CPI **Staff Responsible for Monitoring:** Director of Student Services	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Meeting agendas and sign in sheets. **Staff Responsible for Monitoring:** Director of Special Education **Results Driven Accountability**				

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Annual review of secondary course selection guides. Number of students enrolled in advanced courses. **Staff Responsible for Monitoring:** Executive Director Secondary Education **Funding Sources:** - High School Allotment, EduPolaris - Title IV- 287 - $7,500	Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: NCISD will continue to implement additional Honors and AP courses with a testing component. **Strategy's Expected Result/Impact:** Annual review of secondary course selection guides. Number of students enrolled in advanced courses. Number of student and scores of those who take AP exams. **Staff Responsible for Monitoring:** Director of Secondary Instruction; Coordinator of Advanced Academics **Funding Sources:** - High School Allotment	Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Certificates of attendance. Sign-in sheets and materials. **Staff Responsible for Monitoring:** Director of Elementary Instruction; Director of Secondary Instruction; Coordinator of Advanced Academics; **Funding Sources:** Rice Institute - High School Allotment	Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4: NCISD will continue to implement dual credit schedule with LSC-Kingwood and other appropriate colleges. **Strategy's Expected Result/Impact:** Student registration for concurrent credit courses. **Staff Responsible for Monitoring:** Director of Secondary Instruction, Executive Director Instructional Support, Coordinator of Advanced Academics **Funding Sources:** - High School Allotment	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Student performance results on TSIA2, SAT, and ACT tests. **Staff Responsible for Monitoring:** Director of Secondary Instruction; Coordinator of Advanced Academics **Funding Sources:** - High School Allotment	 Some Progress			

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** The number of high school students taking college entrance tests. **Staff Responsible for Monitoring:** Director of Secondary Instruction **Funding Sources:** - High School Allotment	 Some Progress			

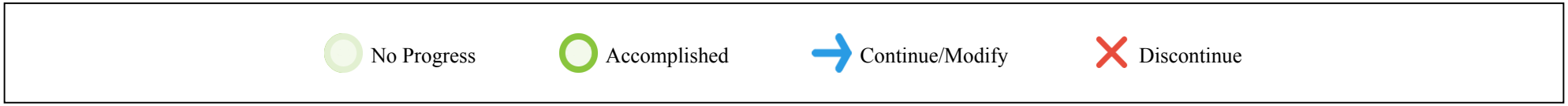
Strategy 7 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 7: NCISD will continue to support high school Dean(s) of Instruction to aid in improvement of graduation rates and college readiness through regular scheduled meetings and review of criteria across student performance and progress. **Strategy's Expected Result/Impact:** Improved college readiness rate as shown on annual RDA report. **Staff Responsible for Monitoring:** Director of Secondary Instruction **Funding Sources:** - High School Allotment	 Some Progress			

Strategy 8 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** The number of students participating **Staff Responsible for Monitoring:** Director of Secondary Instruction	 Some Progress			

Strategy 9 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Participation and performance results **Staff Responsible for Monitoring:** Director of Secondary Instruction; Coordinator of Advanced Academics	 Some Progress			

Strategy 10 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 10: NCISD will continue Advanced Academics and Gifted and Talented programs for grades K-12. **Strategy's Expected Result/Impact:** District and Campus GT committees will periodically meet to assess the degree of student/program success, as measured by participation and performance in the District's service delivery model. **Staff Responsible for Monitoring:** Director of Elementary Instruction; Director of Secondary Instruction; Coordinator of Advanced Academics **Funding Sources:** Funds for summer academy - State GT	 Some Progress			

Strategy 11 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Workshop sign in sheets. Eduphoria /Workshop sign in sheets. Confirm Information is entered in Eduphoria. **Staff Responsible for Monitoring:** Director of Secondary Instruction; Coordinator of G/T and Advanced Academics **Funding Sources:** Supplies/Materials - Consultant if needed to train - State GT	 Some Progress			


No Progress
Accomplished
Continue/Modify
Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: Continue to provide staff development that clarifies reauthorization of Every Student Succeeds Act legislation to campus leadership. **Strategy's Expected Result/Impact:** Number of hours offered and taken and agendas from administrators meetings. **Staff Responsible for Monitoring:** Director of Federal Programs	Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: Each campus will implement strategies to ensure maximum student participation on STAAR. **Strategy's Expected Result/Impact:** Percentage of student attendance on STAAR test dates. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education Executive Director Instructional Support	Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: Information regarding scholarship programs will be made available through announcements, campus websites, and parent/student meetings. **Strategy's Expected Result/Impact:** Documentation of efforts. **Staff Responsible for Monitoring:** Coordinator of Advanced Academics	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: NCISD will offer a DAEP campus to ensure that students facing discipline measures will stay on track to graduate. **Strategy's Expected Result/Impact:** Program is in place **Staff Responsible for Monitoring:** Director of Student Services	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Courses reflected in master schedules. Graduation rates. **Staff Responsible for Monitoring:** Director of Secondary Instruction	 Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increased number of graduates. **Staff Responsible for Monitoring:** Executive Director Secondary Education, Director of Secondary Instruction	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Staff development agendas and minutes will reflect appropriate training sessions. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education Director of Secondary Director of Elementary **Funding Sources:** - State BIL/ESL, - IDEA -224	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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 **Strategy's Expected Result/Impact:** Number of students in each program, along with course grades, benchmark assessments, promotion from grade to grade. Report cards, progress reports and benchmark testing will be monitored. Number of HB1416 students achieving approaches using STAAR/EOC results. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education Director of Secondary Director of Elementary **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- 287, HB1416 Accelerated School Year Instruction - State Compensatory Ed, At Risk Fee Service - Local - $5,400	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** All students have a current PGP reflected on a Career Plan. PGPs and FHSP graduates with an endorsement as well as CTE program evaluation **Staff Responsible for Monitoring:** Executive Director Secondary Education, Director of CTE	 Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4: Campuses will continue to implement a comprehensive Multi-Tiered System of Supports (MTSS) framework to address the academic, social-emotional, and behavioral needs of all students. This includes consistent progress monitoring, use of evidence-based interventions, and data-driven decision-making to support student growth, promotion, and overall success. **Strategy's Expected Result/Impact:** Timely identification and support of students with academic, social-emotional, or behavioral needs. Measurable growth for students receiving Tier 2 and Tier 3 interventions, tracked through progress monitoring data. **Staff Responsible for Monitoring:** Director of Special Programs **Funding Sources:** - IDEA -224, - State Sped				

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5: NCISD will continue to offer the Credit Recovery Program by increasing graduation opportunities to potential non-completer students including summer classes. **Strategy's Expected Result/Impact:** The number of graduates. **Staff Responsible for Monitoring:** Executive Director Secondary Education; Director of Accountability **Funding Sources:** - High School Allotment	Some Progress			

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Sign-In sheets; college material **Staff Responsible for Monitoring:** Director of Multilingual /ELL/Migrant	Some Progress			

No Progress Accomplished Continue/Modify Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Individual campus attendance records will be monitored daily by attendance clerks, weekly by appointed campus administrator, and for students in need of improvement, weekly, with attendance committee members. District attendance rates will be monitored daily, weekly, and bi-weekly. **Staff Responsible for Monitoring:** Director of Student Services	 Moderate Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: NCISD will continue to foster relationships with Precinct Judge and District attorney to more effectively deal with school absence issues. **Strategy's Expected Result/Impact:** Campus plan review. To maintain or increase an attendance percentage of 95% or higher. **Staff Responsible for Monitoring:** Director of Student Services	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Parent contacts are timely and accurate when notification of student attendance is necessary. To maintain or increase an attendance percentage of 95% or higher. **Staff Responsible for Monitoring:** Director of Student Services;	 Moderate Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4: NCISD will apply for waivers as needed to support an academic calendar which maximizes conditions on student attendance and student learning. **Strategy's Expected Result/Impact:** Waiver applications submitted. **Staff Responsible for Monitoring:** Director of Student Services	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Foster Care Manual, Meetings, sign-in sheets, Expenditures **Staff Responsible for Monitoring:** Director of Federal Programs **Funding Sources:** Homeless Liaison materials/Travel - Title I- 211, Fuel for homeless and foster care students - Title I- 211, Homeless Liaison Salary - Title I- 211 - $49,395, Homeless Liaison Salary - TEHCY Continuation- 206 - $39,934, MKV Student Snacks - TEHCY Continuation- 206 - $1,195, MKV Student Snacks - Title I- 211 - $11,405	 Moderate Progress			

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increase in grades and attendance (including tardies) - assist in social emotional needs of McKinney Vento highly mobile and at-risk students to reduce the drop out rate. **Staff Responsible for Monitoring:** Director of Counseling, Homeless/Foster Care Liaison **Results Driven Accountability**	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** State CTE funding, Perkins Guidelines and Reports, CTE Results Driven Accountability (RDA) Reports, PER **Staff Responsible for Monitoring:** Director of CTE, CTE Coordinator				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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) **Strategy's Expected Result/Impact:** The number of 12th grade CTE students who transition to the post-secondary level. **Staff Responsible for Monitoring:** Director of CTE, Coordinator of CTE, Director of Counseling **Funding Sources:** - State CTE, - CTE - Perkins -244	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Approved CTE courses listed in High School master schedules and course catalogs. CTE teacher documentation on integrating content from the core content areas. Feedback from CTE Advisory Committee and training stations for Career Prep and WBL students. **Staff Responsible for Monitoring:** Executive Director of Secondary Education, Director of CTE **Funding Sources:** - State CTE, - CTE - Perkins -244				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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) **Strategy's Expected Result/Impact:** Approved CTE courses listed in High School and Middle School master schedules, course catalogs, and career pathways. **Staff Responsible for Monitoring:** Executive Director of Secondary Education, Director of CTE **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, PITSCO Curriculum - CTE - Perkins -244 - $8,100				

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5: Continue to implement staff development that addresses student specific needs and integrate strategies to promote student enrollment and success in CTE courses. **Strategy's Expected Result/Impact:** Teacher feedback and number of trainings ("on" and "off" campus) and sign-in sheets. **Staff Responsible for Monitoring:** Executive Director of Secondary Education, Director of CTE **Funding Sources:** - State CTE, - CTE - Perkins -244				

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increase State generated CTE FTE and evaluation of State CTE budget expenditures. Increase CTE student enrollment numbers in the second year CTE programs with historically low numbers. **Staff Responsible for Monitoring:** Executive Director of Secondary Education, Director of CTE **Funding Sources:** - State CTE, - CTE - Perkins -244				

No Progress Accomplished Continue/Modify Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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) **Strategy's Expected Result/Impact:** Professional Learning Registrations, Lesson Plans, student and parent surveys. Innovative Blended Learning classroom environments that foster student growth. **Staff Responsible for Monitoring:** Director of Technology **Funding Sources:** Chromebook Lease - State Compensatory Ed				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: The District will provide continuing professional learning opportunities to support best practices in 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. **Strategy's Expected Result/Impact:** Teacher and Parent Survey, Professional Learning Registrations, Canvas course development, innovative student products and learning activities, increased use of Makerspace materials. **Staff Responsible for Monitoring:** Directors of Digital Learning **Funding Sources:** Technology Conference for Elementary teachers only - Title IV- 287	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3: The District will quarterly evaluate, add and upgrade software for technology integration that support innovative programs that for instruction. **Strategy's Expected Result/Impact:** Current licenses, TIMA, Records of new programs, Clever, Canvas, Teacher and student Surveys, Classlink, Observation of strategies in the classroom **Staff Responsible for Monitoring:** Directors of Digital Learning **Funding Sources:** Lu+ Subscription Renewal - Title I- 211 - $16,342.56	 Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4: The District will continue to adoption of digital resources that are LTI compatible and will integrate with the District's Learning Management System and/or Classlink/Clever when appropriate for the grade level and content area. **Strategy's Expected Result/Impact:** Increased usage of resources connected through Canvas, Classlink, or Clever. **Staff Responsible for Monitoring:** Directors of Digital Learning	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5: Continue implementation of the District's Learning Management System. Provide ongoing professional development to design learning enviroments that support best practices, accessible content, and incorporate district resources. **Strategy's Expected Result/Impact:** Teachers participate in the Canvas platform as students of District Curriculum Guides and professional development courses, as well as create and maintain content area courses to support student learning. Teachers and administrators monitor Canvas course progress to support the needs of students. **Staff Responsible for Monitoring:** Directors of Digital Learning	 Some Progress			

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 6: Maintain and upgrade network electronics, VoIP phone system, servers, wireless systems and all other pieces that makeup the network infrastructure. **Strategy's Expected Result/Impact:** Helpdesk system, system logs, POs **Staff Responsible for Monitoring:** Director of Technology				

Strategy 7 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Increased achievement scores and targeted acceleration/ intervention for students in real time. **Staff Responsible for Monitoring:** Elementary Director of Elementary Education and Secondary Director of Secondary Education	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Lesson plans, guidance lesson calendar **Staff Responsible for Monitoring:** Director of Counseling	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: School counselors will provide responsive services to students in distress and crisis situations. **Strategy's Expected Result/Impact:** SSR, responsive services/crisis intervention protocols. **Staff Responsible for Monitoring:** Director of Counseling **Funding Sources:** Crisis Counselor, At-Risk Counselor Specialist, Behavior Specialist and Behavior Aides salaries and mileage reimbursement - State Compensatory Ed	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3: School counselors will assist students in developing and addressing academic, career, personal, and social / emotional goals. **Strategy's Expected Result/Impact:** Career Plans (PGPs), Student Conferences. **Staff Responsible for Monitoring:** Director of Counseling	 Some Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Formal counselor check in documentation, Suicide intervention/postvention protocols. **Staff Responsible for Monitoring:** Director of Counseling	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5: NCISD will maintain and expand partnerships with community agencies to provide mental health prevention, intervention and postvention. **Strategy's Expected Result/Impact:** MOUs, and record sharing with Tri-County Behavioral healthcare, and Yes to Youth. **Staff Responsible for Monitoring:** Director of Counseling	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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.

HB3 Goal

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: Provide access to a diverse collection of high quality resources that support the varied needs and interests of all students. **Strategy's Expected Result/Impact:** Students will have access to check out library resources that are of high interest and relevant to help cultivate a culture of literacy to support student achievement. **Staff Responsible for Monitoring:** Library Services & Instructional Materials Coordinator **Funding Sources:** Beanstack/ Zoobean - Title I- 211 - $13,595				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: Provide planned and point-of-need instruction to students to cultivate an appreciation of reading and build information literacy skills. **Strategy's Expected Result/Impact:** Students have an appreciation for reading and are effective users of information. **Staff Responsible for Monitoring:** Library Services & Instructional Materials Coordinator				

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3: Provide professional learning to library staff to equip them to develop and maintain an effective library program. **Strategy's Expected Result/Impact:** Library staff understands and can implement best practices for an effective school library program. **Staff Responsible for Monitoring:** Library Services & Instructional Materials Coordinator				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 4: Utilize library records and other data to share the successes of library programs with stakeholders and identify areas of growth. **Strategy's Expected Result/Impact:** Stakeholders will have a better understanding and appreciation of campus libraries. **Staff Responsible for Monitoring:** Library Services & Instructional Materials Coordinator				

 No Progress  Accomplished  Continue/Modify  Discontinue

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.

Evaluation Data Sources: State reports (RDA, SPP)

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** increased compliance **Staff Responsible for Monitoring:** Director of Special Education, Coordinators of Special Education **Funding Sources:** - IDEA -224				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increased post-secondary success for students who received special education services. **Staff Responsible for Monitoring:** Director of Special Education, Coordinators of Special Education **Funding Sources:** - IDEA -224				

 No Progress  Accomplished  Continue/Modify  Discontinue

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

Performance Objective 14: Develop and maintain a district-wide fine arts program that provides high-quality instruments for secondary and elementary students, rigorous curriculum, software programs for elementary and secondary teachers and students, and performance-based learning experiences to improve student engagement, artistic proficiency, and overall academic outcomes.

Evaluation Data Sources: Fine arts enrollment, retention, and demographic participation reports will be reviewed to monitor equitable access and program growth.

UIL ratings, performance assessments aligned to TEKS, and audition results will be analyzed to measure student artistic proficiency.

Annual instrument inventory audits, replacement cycle reports, and budget allocations will assess the quality and sustainability of program resources.

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 1: Provide access to a diverse collection of high quality instruments that support the varied needs and interests of all students in elementary music. **Strategy's Expected Result/Impact:** Students will have access to use and perform on instruments that are of high interest and relevant to help cultivate a classroom environment of student success. **Staff Responsible for Monitoring:** Fine Arts Director				

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Staff development agenda and minutes, EduHero videos, hands on training and workshops, Title IX conference, Title IX obligation video, summer legal update workshop, and the National Safety Conference for Incident Management will document appropriate training. CPR, Stop the Bleed training and Active Shooter trainings. **Staff Responsible for Monitoring:** Executive Director of Public Relations, Director of Student Services, Director Life Safety/Emergency Preparedness, Executive Director Secondary Education, Executive Director Elementary Education, Executive Director Instructional Support				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: NCISD will conduct Safe and Secure Schools audits bi-annually to review safety concerns. **Strategy's Expected Result/Impact:** Audits will be conducted and results reported. **Staff Responsible for Monitoring:** Director Life Safety/Emergency Preparedness				

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Emergency Operations Plans are in place at each district campus and facility. **Staff Responsible for Monitoring:** Director Life Safety/Emergency Preparedness				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Both programs are completed annually. **Staff Responsible for Monitoring:** Chief of Police				

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** All visitors receive confirmed visitor's pass. ID badges will be displayed Number of volunteers trained will be tracked and badges distributed. **Staff Responsible for Monitoring:** Executive Director of Public Relations				

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Background checks completed Reports sent to Human Resources **Staff Responsible for Monitoring:** Executive Director Human Resources	 Considerable			

Strategy 7 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 7: Police incident reports are submitted to Superintendent. Summary reports of student disciplinary incidents will be reviewed by Campus Administration. **Strategy's Expected Result/Impact:** Reports given to Board of Trustees and Superintendent. Discipline Reports collected for each campus. **Staff Responsible for Monitoring:** Director of Student Services	 Moderate Progress			

Strategy 8 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Improved security at campuses, reduction of vandalism and criminal incidences. **Staff Responsible for Monitoring:** Director Life Safety/Emergency Preparedness				

Strategy 9 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Duty schedule. **Staff Responsible for Monitoring:** Chief of Police				

Strategy 10 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** EduHero video training series and agendas from staff development sessions will be maintained. Laserfiche. **Staff Responsible for Monitoring:** Director of Student Services **Funding Sources:** - High School Allotment	 Moderate Progress			

Strategy 11 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Improve communication to all stakeholders. Improve communications during emergency situations and weather related emergencies. **Staff Responsible for Monitoring:** Executive Director of Public Relations				

Strategy 12 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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 **Strategy's Expected Result/Impact:** Secure facilities, improved safety trainings for faculty and staff, and improved programs for students. Sign-in sheets, agendas, training materials. **Staff Responsible for Monitoring:** Executive Director of Public Relations, Director Life Safety/Emergency Preparedness **Funding Sources:** - School Safety Allotment, SMARTPTT Emergency Radio Infrastructure - SAFE Cycle 2 Grant				

Strategy 13 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Secure facilities and safety requirements met. **Staff Responsible for Monitoring:** Executive Director of Communications, Director Life Safety/Emergency Preparedness **Funding Sources:** SMARTPTT Emergency Radio Infrastructure - SAFE Cycle 2 Grant				

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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) **Strategy's Expected Result/Impact:** Counselors' logs will reflect emphasis on social skills. **Staff Responsible for Monitoring:** Director of Counseling **Funding Sources:** - High School Allotment	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Annual report to the board of trustees on violent or criminal campus incidents, Campus Plans, Laserfiche. **Staff Responsible for Monitoring:** Director of Counseling, Director of Student Services	 Some Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Improved wellness of all stakeholders. Meet CDC guidelines for COVID testing of employees. **Staff Responsible for Monitoring:** Director of Health Services				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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 **Strategy's Expected Result/Impact:** Decrease in reports of maltreatment of students. **Staff Responsible for Monitoring:** Director of Counseling, Director Life Safety/Emergency Preparedness **Funding Sources:** - School Safety Allotment	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** At least 15% decrease in ODR. Increase in attendance rate. **Staff Responsible for Monitoring:** Director of Support Programs **Funding Sources:** Behavior Paraprofessionals - State Compensatory Ed, Flexible Seating for Classrooms - Stronger Connections Grant - $30,000				

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Monthly reports to board. Board agenda and minutes. **Staff Responsible for Monitoring:** Director of Facilities and Planning				

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: NCISD will provide support to personnel to maintain and upgrade technology and prevent cyber attacks. **Strategy's Expected Result/Impact:** Evaluate network infrastructure for reliability and scalability. Additional cybersecurity training for staff on phishing attacks will reduce attacks. **Staff Responsible for Monitoring:** Director of Technology				

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Evaluate network infrastructure for reliability and scalability. **Staff Responsible for Monitoring:** Director of Technology				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Maintain security systems **Staff Responsible for Monitoring:** Director Life Safety/Emergency Preparedness				

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Improved communications in emergency situations. District wide inter-operability with radios for use during emergencies. **Staff Responsible for Monitoring:** Director Life Safety/Emergency Preparedness				

No Progress Accomplished Continue/Modify Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** To increase the number of attendees at local recruiting events and increase/ revise the current recruitment events. **Staff Responsible for Monitoring:** Director Recruitment/Retention **Talent Plan**	Moderate Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Increased recruitment from various programs. **Staff Responsible for Monitoring:** Director Recruitment/Retention	Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 3: NCISD will continue to schedule and monitor staff development and professional growth using Eduphoria Workshop. **Strategy's Expected Result/Impact:** Number of hours offered and number of hours taken as entered in Eduphoria Workshop. Provide data regarding how applicant learned about NCISD. **Staff Responsible for Monitoring:** Executive Director Secondary Education Executive Director Elementary Education	 Moderate Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Campus survey results will be reviewed. NCISD media materials will be reviewed. Director of Communications will give report of Web events and activities. All publicity will be collected and displayed. Review district/campus surveys and multimedia data. **Staff Responsible for Monitoring:** Executive Director of Public Relations				

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 5: Assist staff in meeting certification requirements: a. Certification preparation assistance b. Student loan forgiveness assistance **Strategy's Expected Result/Impact:** Personnel records **Staff Responsible for Monitoring:** Director of Human Resources, Executive Director Human Resources	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Exit interviews will be reviewed to identify trends in turnover; Reviews of mentoring program. **Staff Responsible for Monitoring:** Director of Digital Learning, Director Recruitment/Retention, Director Human Resources	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Personnel records; TASB Market analysis **Staff Responsible for Monitoring:** Executive Director Human Resources, Executive Director of Finance **Funding Sources:** - State CTE, - State BIL/ESL	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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 **Strategy's Expected Result/Impact:** DLAC will review the plan for progress; Artifacts proving recognition and celebrations have taken place. **Staff Responsible for Monitoring:** Executive Director Human Resources, Executive Director of Public Relations	 Some Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue

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 district department staff, campus 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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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 effectively 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. **Strategy's Expected Result/Impact:** Personnel records of "Professional Growth Plan", questionnaire, sign-in sheets from activities. Yearly evaluation summary as part of screening procedures. Survey of participants to determine effectiveness. **Staff Responsible for Monitoring:** Executive Director of Human Resources, Executive Director Secondary Education, Executive Director Elementary Education	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 2: Provide leadership and professional development as identified in needs assessment to district and campus leaders,. **Strategy's Expected Result/Impact:** Sign-in sheets. Evaluations Turn around trainings from conferences **Staff Responsible for Monitoring:** Executive Director Secondary Education, Executive Director Elementary Education, Executive Director of Finance **Funding Sources:** Pilot Math Academies - Region 6 - Title II- 255 - $4,800, Jim Knight TLC Conference - Title II- 255 - $21,700, Casas CULTURIZE INSTITUTE FOR LEADERS - Title II- 255 - $1,000, Jimmy Casas (coming to the district) - Title I- 211 - $19,000, Casas (coming to the district) - Title II- 255 - $19,000, Think Conference/ Lead4ward - Title II- 255 - $3,659, Region 6-Math - Title II- 255 - $8,490	 Moderate Progress			

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Participant evaluation and classroom observation. Increase in benchmark and STAAR/EOC scores. Sign-in sheets. Evaluations **Staff Responsible for Monitoring:** Executive Director Secondary Education, Executive Director Elementary Education **Funding Sources:** - Title III- 263, - State BIL/ESL	 Moderate Progress			

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Staff develop agendas and sign-in sheets. **Staff Responsible for Monitoring:** Director of Special Education **Funding Sources:** - IDEA -224, - State Sped				

 No Progress  Accomplished  Continue/Modify  Discontinue

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	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Campus/District based plans for increasing staff attendance. **Staff Responsible for Monitoring:** Director of Benefits and Risk Management				

 No Progress  Accomplished  Continue/Modify  Discontinue

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.

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

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increased family participation, stronger home-school relationships, and improved student academic outcomes. **Staff Responsible for Monitoring:** Director of Federal Programs **Funding Sources:** Improvement Plan translated to Spanish - Local, Ready Rosie - Early Education Allotment, PreK & K Backpacks - Title I- 211 - $25,000, Kindergarten Reading Packets - Title I- 211 - $15,000, Migrant staff/parent conference (PFE) - Migrant-212	 Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Annual review of procedures and published information. Increased parent awareness and engagement, improved access to academic and school-related information, strengthened home-school communication, and greater transparency regarding student performance and district initiatives. **Staff Responsible for Monitoring:** Executive Director of Public Relations				

Strategy 3 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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's Expected Result/Impact:** Increased volunteer participation and retention across campuses, leading to stronger school-community relationships, enhanced support for student learning environments, and improved family engagement as measured by volunteer sign-ins, event participation, and stakeholder feedback. **Staff Responsible for Monitoring:** Executive Director of Public Relations				

Strategy 4 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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). **Strategy's Expected Result/Impact:** Increased parent participation on campuses. Increased scored in reading and math CBA's and on report cards for parent who participate in leadership program. **Staff Responsible for Monitoring:** Director of Federal Programs **Funding Sources:** Family Leadership Purchases (Parenting Partners, ProStengths, Family Meal Challenge, etc) - Title I- 211 - $64,990, Calm and Kind Program Materials - Title I- 211 - $2,000	 Some Progress			

Strategy 5 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Level of involvement each month as well as attendance records and sign-in sheets. **Staff Responsible for Monitoring:** Director of Counseling, Homeless/Foster Care Liaison **Funding Sources:** Why Try - Online Counselor Resources - TEHCY Continuation- 206 - $3,500	 Some Progress			

Strategy 6 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** 100% compliance in the Title I program. **Staff Responsible for Monitoring:** Director of Federal Programs **Funding Sources:** Title I Fee Service - Title I- 211 - $8,700, Director of State and Federal programs Professional development travel, registration fees and supplies & materials - Title I- 211 - $47,908, PNP Newspaper Ad/ Consultation - Title I- 211 - $400, Title I Coordinator Salary, benefits, Professional development travel, registration fees and supplies & materials - Title I- 211 - $106,521, Copier for printing Parent Family Engagement/ Title 1 materials. - Title I- 211, Title 1 Crate - Title I- 211 - $7,800	 Some Progress			

Strategy 7 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
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. **Strategy's Expected Result/Impact:** Increased awareness for families about health and wellness resources and community supports. **Staff Responsible for Monitoring:** Director of Counseling, Director of Nursing, Director of CNS	 Some Progress			

Strategy 8 Details	Reviews			
	Formative			Summative
	Oct	Dec	Mar	June
Strategy 8: The district will provide targeted outreach events to ensure parents and families of our emergent bilingual students are provided information in regards to the NCISD multilingual programs, language development, TELPAS testing requirements, etc. **Strategy's Expected Result/Impact:** Support EB academic success **Staff Responsible for Monitoring:** Multilingual Director, Multilingual Specialists, Campus Multilingual Coaches **Funding Sources:** Materials for parent events - Multilingual Showcase, EB Night - Title III- 263 - $5,000	 Moderate Progress			

 No Progress  Accomplished  Continue/Modify  Discontinue