

**Richardson Independent School District**  
**Northwood Hills Elementary**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

The mission of Richardson Independent School District is to ensure that ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by -a welcoming and accepting climate -a safe, innovative, and adaptive environment -a supportive, collaborative, and invested culture among students, staff, families, and community

## Vision

Where all students connect, learn, grow, and succeed.

Integrity - Inspiration - Inclusiveness - Innovation

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Northwood Hills Elementary School (NHE) is a K-6 school in Richardson ISD. During the 2021-2022 school year, NHE qualified as a Title I school with more than 60% of its students considered At-Risk and on a Free or Reduced lunch program. The campus demographics are:

Student Group	Percentage
African American	17.5%
Hispanic	52.0%
White	23.4%
Asian	2.2%
2 or More Races	4.7%
Economically Disadvantaged	64.3%
Section 504	8.9%
Students w/ Dyslexia	9.6%
Bilingual/ESL Students	38.2%
Gifted & Talented Students	4.4%
Special Education Students	18.5%

# Student Achievement

## Student Achievement Summary

In the school year 2021-2022, NHE received an accountability rating of “C” from the Texas Education Agency. NHE Also earned a distinction in the Science scores.

	Component Score	Scaled Score	Rating
Overall		77	C
Student Achievement		74	C
STAAR Performance	46	74	
College, Career and Military Readiness			
Graduation Rate			
School Progress		79	C
Academic Growth	74	79	C
Relative Performance (Eco Dis: 58.3%)	46	74	C
Closing the Gaps	60	73	C

## Student Achievement Strengths

During the 2021-2022 school year, students showed more progress than in previous years. School Progress and Academic Growth were both rated at a '79'. NHE also scored well with Closing the Gaps with a '73'. NHE received a distinction in Science in 21-22 along with the previously rated years of 2017-2018 and 2018-2019.

NHE students also performed at or above the district average in: 3rd Grade Reading, 5th Grade Math, & 5th Grade Science (in approaches, meets, and masters).

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** Students need to continue making progress towards target of meeting grade level performance in reading and math. **Root Cause:** Many students are not on grade level in lower grades and continue to make progress in upper grades but not on actual grade level.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Gifted and talented data
- Dyslexia data

## Student Data: Behavior and Other Indicators

- Attendance data



- Discipline records
- School safety data

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Professional development needs assessment data
- T-PESS data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Study of best practices









# Goals

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 1:** Enhance academic programming and increase opportunities for students to take rigorous coursework

**Evaluation Data Sources:** Increase growth in MAP BOY scores to MAP EOY scores as measured throughout SY 21-22.

**Summative Evaluation:** Met Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize unit assessments to provide formative feedback to teachers, PLCs, and campus administrators. <b>Strategy's Expected Result/Impact:</b> Evidence of 4 PLC Questions Item Analysis STAAR Results TELPAS Results MAP Growth <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				













**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 2:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

**Evaluation Data Sources:** Move as a campus from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes Survey. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase number of technology rich exemplary lessons and PD sessions <b>Strategy's Expected Result/Impact:</b> # of teachers using exemplary lessons Feedback from teacher focus group <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide purposeful innovative, and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning <b>Strategy's Expected Result/Impact:</b> Increased teacher tools <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Showcase teacher exemplars using technology <b>Strategy's Expected Result/Impact:</b> Increased use and positive technology culture on campus <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure teachers and students demonstrate appropriate and safe digital behavior <b>Strategy's Expected Result/Impact:</b> Completion of Digital Citizenship Curriculum and lesson exemplars <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









**Performance Objective 3:** Implement a systematic approach to develop new and existing programming for special student services to ensure quality instruction and service supports for ALL students.









**Evaluation Data Sources:** Student performance meets or exceeds expected increase as defined by Board Goals

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Equip campus staff with training on disability awareness, evidence based best practices and classroom design. <b>Strategy's Expected Result/Impact:</b> Implementation Plan Training agendas and attendance records % positive response increase on climate survey (staff) Feedback from staff <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff  <b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Provide support to campus staff through campus facilitators and behavior specialists to train and implement best practice strategies that support quality programming, behavior management and instruction <b>Strategy's Expected Result/Impact:</b> % positive response increase on climate survey (staff) Instructive Feedback from staff Walkthrough performance SSS program evaluation (PASS, Structured Learning, Development Program) <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff, district behavior specialist, structured learning staff  <b>Title I:</b> 2.4 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Develop and implement a parent education program that is responsive and targets disability awareness, understanding of special student services and programming <b>Strategy's Expected Result/Impact:</b> Implementation and Communication Plan Training Dates and Agendas Parent Participation rate Increases Parent Feedback Feedback through parent organizations <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff, district behavior specialist, structured learning staff  <b>Title I:</b> 2.4, 4.2 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Embed tools and resources to staff to support students with disabilities and learning needs in district curriculum  <b>Strategy's Expected Result/Impact:</b> % increase student performance on STAAR and other national assessments (5% target increase) % increase positive response on climate survey (staff)  <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff, district behavior specialist, structured learning staff  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Embed tools and resources to staff to support students with disabilities and learning needs in district curriculum  <b>Strategy's Expected Result/Impact:</b> % increase student performance on STAAR and other national assessments (5% target increase) % increase positive response on climate survey (staff)  <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff, district behavior specialist, structured learning staff  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Monitor and adjust special education staffing and make appropriate recommendations based on student needs and enrollment. <b>Strategy's Expected Result/Impact:</b> Increased support for students with special needs Increased development of on-campus special education staff <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff, district behavior specialist, structured learning staff  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 60%	 75%	 90%	 100%
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				































**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 4:** Implement activities into Northwood Hills in order to support students' academic, social and emotional growth in alignment with the Graduate Profile.

**Evaluation Data Sources:** % of classrooms who engaged in SEL implementation from 70% - 100%.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continued training and support for campus PBIS program based on the benchmarks of quality data survey. <b>Strategy's Expected Result/Impact:</b> Continued training and support for campus PBIS program based on the benchmarks of quality data survey. <b>Staff Responsible for Monitoring:</b> Campus administration, PBIS Team, Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor implementation, support, and training on CHAMPS to address classroom management, structure and routines. <b>Strategy's Expected Result/Impact:</b> Walkthrough Reduced Referrals from classroom and common areas <b>Staff Responsible for Monitoring:</b> Campus administration, PBIS Team, Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monitor and support implementation of SEL programming at Northwood Hills. <b>Strategy's Expected Result/Impact:</b> % positive response SEL survey results Walkthrough data Decrease in ISS/OSS referrals <b>Staff Responsible for Monitoring:</b> Campus administration, PBIS Team, Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement Behavior MTSS at Northwood Hills. <b>Strategy's Expected Result/Impact:</b> Branching Minds training Completed Communication Plan Professional Development Plan <b>Staff Responsible for Monitoring:</b> Campus administration, PBIS Team, Counselor, Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				







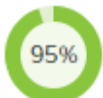

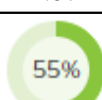
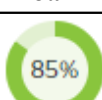
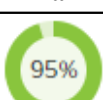
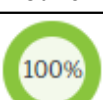




Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Readdress Tier I Behavior Management on-campus professional development. <b>Strategy's Expected Result/Impact:</b> Decrease exclusionary discipline on campus.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide learning opportunities to support growth in the area of Emotional Intelligence as adpoted in the Graduate Profile.	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 5:** Clear and consistent implementation of discipline management campus plan.

**Evaluation Data Sources:** Staff climate survey  
% discipline referrals

**Summative Evaluation:** Met Objective

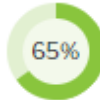

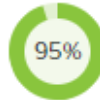





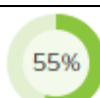
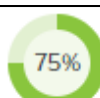
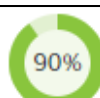
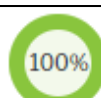
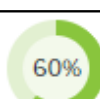
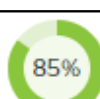
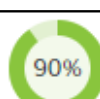
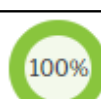
Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide PD Behavior Management Techniques and Strategies <b>Strategy's Expected Result/Impact:</b> Reduction in campus discipline referrals Increased positive engagement with learning <b>Staff Responsible for Monitoring:</b> campus administration, counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide bullying and cyberbullying awareness training for staff and students. <b>Strategy's Expected Result/Impact:</b> Create awareness of bullying and cyberbullying Reduce % of bullying incidents Create clear pathway to report incidents of concern <b>Staff Responsible for Monitoring:</b> campus administration, counselor, grade level teaching staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create parent workshops to support 1:1 technology Initiative. Topics include: Digital footprint; Managing digital environment; Cybersafety; Cyberbullying <b>Strategy's Expected Result/Impact:</b> Provide parents with awareness tools of cyberbullying Create awareness of bullying and cyberbullying Reduce % of bullying incidents Create clear pathway to report incidents of concern	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





















**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









**Performance Objective 6:** Create K-6 programing to support healthy life choices by students and staff

**Evaluation Data Sources:** 100% of students identify programs and levels of support available when in crisis (student survey)

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Review of enrollment records to verify immunization compliance. <b>Strategy's Expected Result/Impact:</b> 100% of students attending school with complete immunizations. <b>Staff Responsible for Monitoring:</b> School Nurse, Campus Administration.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Communicate and implement a comprehensive awareness program to support student wellness <b>Strategy's Expected Result/Impact:</b> Implement program (Live Wise, Live Healthy) % increase in positive response on student and staff survey # attend at parent information workshops (baseline) feedback and evaluation from staff, students and community	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure 100% of students have a school/home connection (club, extra curricular, activity, an adult at school) <b>Strategy's Expected Result/Impact:</b> Student Involvement Report <b>Staff Responsible for Monitoring:</b> Counselor, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Increase awareness and student reporting options for the areas of bullying and cyberbullying, and develop a plan to inform parents of bullying incidents. <b>Strategy's Expected Result/Impact:</b> Implement live Wise live Healthy programming <b>Staff Responsible for Monitoring:</b> Counselor, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Suicide/Substance Abuse Prevention and Intervention training for all faculty and staff <b>Strategy's Expected Result/Impact:</b> Increase of awareness of Suicide/Substance Abuse in order to reduce student incidents. <b>Staff Responsible for Monitoring:</b> Campus administration & counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Counselor will work with 6th graders to raise awareness and provide strategies to mitigate unsafe intentions. <b>Strategy's Expected Result/Impact:</b> Provide 6th grade students with Teen Screen. <b>Staff Responsible for Monitoring:</b> Raise awareness for students and families of how to report possible unsafe intentions of students	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Monitor student absence information in order to monitor communicable disease issues on the campus <b>Staff Responsible for Monitoring:</b> Campus Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Monitor student data reports in an effort to monitor immunization compliance of the student body <b>Strategy's Expected Result/Impact:</b> Increased positive health of all students on campus. <b>Staff Responsible for Monitoring:</b> Campus nurse, student data specialist, and campus administration.  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Campus Emergency Response Team (ERT) will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus <b>Strategy's Expected Result/Impact:</b> NHE Campus will provide quick responses to cardiac events on campus. <b>Staff Responsible for Monitoring:</b> Campus nurse and campus Emergency Response Team  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				









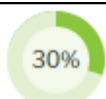
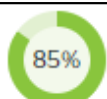
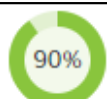





Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Develop and train Campus Emergency Response Team. <b>Strategy's Expected Result/Impact:</b> CERT team will be ready to respond quickly if a cardiac event should occur campus. Drills will be conducted to insure preparedness <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Nurse, CERT	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 7:** Ensure students are college and career ready as measured by CCMR indicators?

**Evaluation Data Sources:** Increase students meeting the CCMR indicator

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create a College, Career and Military Ready Culture and utilize TRS to support CCMR standards <b>Strategy's Expected Result/Impact:</b> College Promotion Days, Career Days, Guidance Lessons connected to Careers and College, Classroom connections to Careers and College, College display in cafeteria.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Design intervention and acceleration opportunities within the school day. <b>Strategy's Expected Result/Impact:</b> Increased Student Performance. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure the participation of NHE 6th graders in the transition program from Elementary to Jr High <b>Strategy's Expected Result/Impact:</b> Parent participation in the informational meeting Student Jr. High assignment notification <b>Staff Responsible for Monitoring:</b> Counselor Parents	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 8:** Ensure a culture and environment that embraces equity, diversity and inclusion throughout NHE programs and systems of support.

**Evaluation Data Sources:** Campus and Community surveys. Campus equity committee agendas

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continued planning with campus wide cultural equity committee. <b>Strategy's Expected Result/Impact:</b> Review and refine campus practices and through the lens of cultural equity. <b>Staff Responsible for Monitoring:</b> Campus administration, campus equity committee, counselor, parent partnerships	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop cultural/diversity awareness training for staff and students implement Connecting Cultural Curriculum Lesson at each grade level. <b>Strategy's Expected Result/Impact:</b> Increase awareness and understanding of various cultures reflected on campus. <b>Staff Responsible for Monitoring:</b> Campus administration, counselor, and Equity Committee	Formative			Summative
	Nov	Jan	Mar	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				



**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.





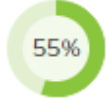











**Performance Objective 9:** Implement activities into NHE in order to support students' academic, social and emotional growth

**Evaluation Data Sources:** Campus classroom walkthroughs

PLC Planning agendas

Special education staff meeting time for PLC participation

**Summative Evaluation:** Met Objective













Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Organize and meet weekly as Professional Learning Communities for grade level, specials, and special education staff. <b>Strategy's Expected Result/Impact:</b> Teaching staff will discuss and plan high quality interventions and differentiated curriculum for grade levels and special populations (ELL, SPED, 504, Dyslexia) <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement AVID Programming on campus for grades 3-6 to close opportunity gap and establish cultural mindset of future college enrollment. <b>Strategy's Expected Result/Impact:</b> Students will develop skills and habits to create a post-secondary mindset. <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Counselor, Campus AVID Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create transition plan for students going into junior high school <b>Strategy's Expected Result/Impact:</b> Smooth transition for all 6th grade students going to junior high	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				





















**Goal 2:** We will guarantee that all students will perform at or above grade level.













**Performance Objective 1:** Improve student performance and increase scores in all subjects.

**Evaluation Data Sources:** Student performance meets or exceeds performance growth goal.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize district-wide professional development days and early release days to support and train teachers how to analyze data to inform instructional decisions in the classroom <b>Strategy's Expected Result/Impact:</b> Professional Development Evaluation Results Walkthrough analysis Performance Growth Goals Training and use of TRS, Lead4ward, PLCs <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement academic MTSS framework with Branching Minds student data tracking software. <b>Strategy's Expected Result/Impact:</b> Completed framework # of students placed on tiers for end of year <b>Staff Responsible for Monitoring:</b> : Counselor, SPED team, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Evaluate and monitor all student groups measured for accountability <b>Strategy's Expected Result/Impact:</b> Improved Student Performance on state required assessments (STAAR, TELPAS) Review of student performance data by student groups each 9 weeks Review of student performance data by student groups by teacher each 9 weeks Data Meetings Staff Performance Growth Goals Plan strategies for ongoing training of TRS / Lead4Ward / PLCs <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Review state assessment results and identify instructional strengths and weaknesses <b>Strategy's Expected Result/Impact:</b> Review of student performance data each 9 weeks Review of item analysis each 9 weeks Review of student group performance each 9 weeks Review of student group performance by teacher each 9 weeks TTESS refinement activities Performance Growth Goals <b>Staff Responsible for Monitoring:</b> All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Focus on Balanced Literacy ELAR TEKS. <b>Strategy's Expected Result/Impact:</b> Students in grades K-2 will be prepared to read on-level by grade 3. Required PD from Literacy and Intervention <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Literacy Interventionist, Campus Reading Specialist, Instructional Coach, Campus Reading Specialist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> K-3 Teachers, specialists, and administrators in the 2022-2023 school year, will participate in the Texas Reading Academy. <b>Strategy's Expected Result/Impact:</b> Students in grades K-2 will be prepared to read on-level by grade 3. <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Literacy Interventionist, Campus Reading Specialist, Instructional Coach, Campus Reading Specialist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Northwood Hills will utilize K-2 Campus Literacy Interventionist to support K-2 students in reading. <b>Strategy's Expected Result/Impact:</b> Students in grades K-2 will be prepared to read on-level by grade 3. <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Literacy Interventionist, Campus Reading Specialist, Instructional Coach, Campus Reading Specialist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Northwood Hills will utilize Campus Math Interventionist to support students in Math skills. <b>Strategy's Expected Result/Impact:</b> Students in grades K-2 will be prepared to read on-level by grade 3. <b>Staff Responsible for Monitoring:</b> Campus Administration, Campus Literacy Interventionist, Campus Reading Specialist, Instructional Coach, Campus Reading Specialist	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Student, Campus, & Family MAP goal setting through PLC and parent conferences. <b>Strategy's Expected Result/Impact:</b> Personalized learning plans Family participation Individualized enrichment / intervention. <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership teams, grade level PLC's.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> All teaching staff will complete either the foundational 30 hours of GT instruction or the 6 hour upate. <b>Strategy's Expected Result/Impact:</b> All teaching staff will be able to plan for and serve gifted and talented students on campus. <b>Staff Responsible for Monitoring:</b> Principal, Assistant Principal, GT Teacher  <b>Title I:</b> 2.4, 2.5, 2.6, 4.2 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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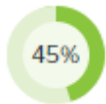
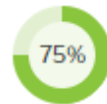



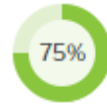





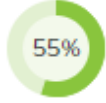




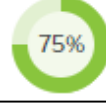
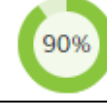

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 2:** Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward and PLC)

**Evaluation Data Sources:** NHE will meet standard; meet or exceed NHE performance goal goals.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement and support TEKS Resource System with a focus on supporting student readiness and growth for STAAR 2.0. Staff will focus on essential TEKS noted in TRS. Staff will monitor and re-teach essential TEKS. <b>Strategy's Expected Result/Impact:</b> Increase small in group instruction in all group Using student data tracking sheets for students to set personal growth goals. % increase positive response on climate survey Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Teachers, Specialists, Administrators  <b>Title I:</b> 2.4, 2.5, 2.6, 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor TRS Implementation <b>Strategy's Expected Result/Impact:</b> Walkthrough Analysis Student Performance Goals Performance Growth Goals <b>Staff Responsible for Monitoring:</b> : Teachers, Specialists, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide student intervention resources and training <b>Strategy's Expected Result/Impact:</b> Professional Develop workshop feedback and survey results Walkthrough Analysis Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Teachers, Specialists, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Embed Lead4ward supports, tools and resources into curriculum documents <b>Strategy's Expected Result/Impact:</b> Walkthrough Analysis Curriculum Document Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Teachers, Specialists, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Create and use supports to assist teachers in answering PLC Questions <b>Strategy's Expected Result/Impact:</b> Teacher focus group results Performance Growth Goals PLC Reflections <b>Staff Responsible for Monitoring:</b> Specialists, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Implement meaningful professional development to support TRS, Lead4ward and PLC. <b>Strategy's Expected Result/Impact:</b> # of teachers participating in course offerings % increase in positive response on culture survey Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Specialists, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Use Performance Assessments and Curriculum Based Assessments to monitor and evaluate student progress towards mastery of grade level standards <b>Strategy's Expected Result/Impact:</b> Performance Growth Goals Quarterly heat map report Lead4ward Heat Map <b>Staff Responsible for Monitoring:</b> Teachers, Specialists, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Use Performance Assessments and Quarterly Summative Assessments to monitor and evaluate student progress towards mastery of grade level standards <b>Strategy's Expected Result/Impact:</b> Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



















Discontinue

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 3:** Implement a systematic approach to new and existing programming for special student services to ensure quality instruction and service supports for ALL students.

**Evaluation Data Sources:** Student performance meets or exceeds district performance growth goal

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Equip campus staff with training on disability awareness, evidence based best practices and classroom design and behavior management strategies. <b>Strategy's Expected Result/Impact:</b> Students with learning differences will be identified and provided appropriate individual learning plans. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide support to NHE campus staff with implementation of strategies to support quality programming and instruction. <b>Strategy's Expected Result/Impact:</b> Training Dates % positive response increase on climate survey (staff) Feedback from staff Walkthrough performance <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Embed tools and resources to staff to support students with disabilities and learning needs in district curriculum <b>Strategy's Expected Result/Impact:</b> % increase student performance on STAAR in 3rd grade reading and 6th grade math and reading performance and other national assessments (5% target increase) % increase positive response on climate survey (staff) <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



















**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 4:** Ensure 100% of English Language Learners (ELL) students will make progress towards an advanced level in proficiency in Reading, Writing, Listening and Speaking. ELL students will meet all passing standards for all district and state assessments.

**Evaluation Data Sources:** Student performance meets or exceeds performance growth goal.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure ESL teachers have professional development in working with ESL students including Sheltered Instruction training, strategies, English Language, proficiency Standards (ELPS), and/or RtI for ELLs. <b>Strategy's Expected Result/Impact:</b> 100% of teachers receive professional development Walkthrough analysis (strategies in action) TELPAS progress <b>Staff Responsible for Monitoring:</b> ESL Team, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Expand and enrich programs to support parent engagement <b>Strategy's Expected Result/Impact:</b> % positive increase in parent climate survey <b>Staff Responsible for Monitoring:</b> Title I specialist, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement ELlevation and ensure all ESL and content teachers progress monitor and adjust to meet needs of students <b>Strategy's Expected Result/Impact:</b> ELlevation usage reports Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Administrators, ESL Team	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 5:** Increase the % of students moving from "approaches" to "meets" in all tested areas.

- Evaluation Data Sources:** State STAAR testing data, MAP reports, district benchmarks
- Summative Evaluation:** Significant progress made toward meeting Objective

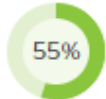















Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement the MTSS Framework (Multi Tiered Systems of Support) and its components campus wide. <b>Strategy's Expected Result/Impact:</b> Student data tracking and intervention will increase student access to intervention. Students will receive timely and differentiated instruction. Student growth will increase from year to year with state testing 3rd Grade - % of students in STAAR Reading and Math will move from "approaches" to "meets" 4th Grade - % of students in STAAR Reading, Math, and Writing will move from "approaches" to "meets" 5th Grade % of students in STAAR Reading, Math, and Science will move from "approaches" to "meets" 6th Grade - % of students in STAAR Reading and Math will move from "approaches" to "meets" <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, grade level PLCs	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 6:** Increase literacy implementation, enrichment and intervention, in grades K-6.

**Evaluation Data Sources:** State STAAR testing data, MAP reports, district benchmarks

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Literacy interventionist will teach reading acquisition skills in small groups . <b>Strategy's Expected Result/Impact:</b> Students will develop reading skills and be on-level readers by grade 3. <b>Staff Responsible for Monitoring:</b> Campus administration, literacy interventionist, campus reading specialist, instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Literacy interventionist will plan with K-2 PLCs in order to provide targeted interventions to readers trending below grade level <b>Strategy's Expected Result/Impact:</b> Students will develop reading skills and be on-level readers by grade 3. <b>Staff Responsible for Monitoring:</b> Campus administration, literacy interventionist, campus reading specialist, instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> K-2 Teachers will participate in professional learning from the literacy and intervention department. <b>Strategy's Expected Result/Impact:</b> Teachers will have a deeper understanding and access to reading intervention skills. Students will develop reading skills and be on-level readers by grade 3. <b>Staff Responsible for Monitoring:</b> Campus administration, literacy interventionist, campus reading specialist, instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Campus Math Interventionist will work directly with 4th-6th grade Tier 3 math students in small group setting. <b>Strategy's Expected Result/Impact:</b> All 4th - 6th Students will see growth in Math STAAR and MAP assessments. <b>Staff Responsible for Monitoring:</b> Campus Math Interventionist, Campus Administration.	Formative			Summative
	Nov	Jan	Mar	June
				

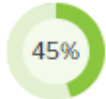















Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Improve 3rd grade reading performance. <b>Strategy's Expected Result/Impact:</b> Students will develop reading skills and be on-level readers as grade 3. <b>Staff Responsible for Monitoring:</b> Campus administration, literacy interventionist, campus reading specialist, instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 7:** Create a culture of literacy for ALL in grades K-6 in order to address students reading on grade level.

**Evaluation Data Sources:** State STAAR testing data, MAP reports, district benchmarks

**Summative Evaluation:** Met Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> K-6 teachers will meet in weekly PLC meetings to analyze and respond to student reading data. <b>Strategy's Expected Result/Impact:</b> K-6 teachers will provide targeted interventions to struggling readers. <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, PLC Leaders, Instructional Coach, Campus Reading Specialist, Campus Math Specialist, Reading Interventionist, Math Interventionist, Grade Level Teams	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hire and implement Kindergarten Small Group Classroom Interventionist Teacher. <b>Strategy's Expected Result/Impact:</b> Kinder students will benefit from small group instruction. Small class sizes <b>Staff Responsible for Monitoring:</b> Campus Administration, Kinder Small Group Interventionist Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Hire and implement 1st Grade Small Group Classroom Interventionist Teacher. <b>Strategy's Expected Result/Impact:</b> 1st Grade students will benefit from small group instruction. Small class sizes <b>Staff Responsible for Monitoring:</b> Campus Administration, 1st Grade Small Group Interventionist Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 8:** Implement and use a system K-6 to educate stakeholders on the importance of student attendance.

**Evaluation Data Sources:** Increase NHE attendance rate from \_\_\_\_% to \_\_\_\_%

**Summative Evaluation:** Met Objective

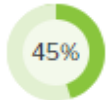







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement and monitor A2A System of Attendance. <b>Strategy's Expected Result/Impact:</b> % Increase in Student Attendance <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 9:** Continued implementation of the MTSS Framework (Multi Tiered Systems of Support) and its components.

**Evaluation Data Sources:** Reflections and feedback from monthly MTSS learning community support meetings for principals and EDs.

**Summative Evaluation:** Met Objective















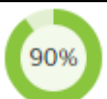

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Recruit and implement Kindergarten and 1st Grade ESSER Support/Co-Teachers. <b>Strategy's Expected Result/Impact:</b> Meet 21-22 Goal Progress Measures for 3rd Grade Reading and Math <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 45%	 75%	 90%	 100%
<div><div>0% No Progress</div><div>100% Accomplished</div><div>Continue/Modify</div><div>Discontinue</div></div>				

**Goal 2:** We will guarantee that all students will perform at or above grade level.









**Performance Objective 10:** Continue to utilize NWEA MAP Reading and Math K-6.

**Evaluation Data Sources:** Professional learning dates, number of students tested, campus teams utilizing campus reports

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Successfully assess 90% of all eligible students at BOY, MOY, and EOY. <b>Strategy's Expected Result/Impact:</b> NGHE will be able to effectively analyze data using NWEA MAP Growth reporting features. <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a communication program to ensure students and parents understand MAP reports and establish individual growth goals <b>Strategy's Expected Result/Impact:</b> Meet 21-22 Goal Progress Measures Communicate and share goal setting with grade level teachers and families. <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement Branching Minds documentation and support with grade level PLCs. <b>Strategy's Expected Result/Impact:</b> Professional learning dates, number of students with active plans, campus teams utilizing platform features strategy 1 Details R	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide high quality BOY, MOY, and EOY Branching Minds professional learning. <b>Strategy's Expected Result/Impact:</b> 90% of eligible students (Tier 3 Reading and Math) as identified by NWEA MAP universal screener will have active plans in Branching Minds <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team, grade level PLCs.	Formative			Summative
	Nov	Jan	Mar	June
				















Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement requirements from HB4545 to ensure students receive supports identified in Accelerated Learning Plans. <b>Strategy's Expected Result/Impact:</b> Meet 21-22 Goal Progress Measures <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team, grade level PLCs.	Formative			Summative
	Nov	Jan	Mar	June
	 40%	 75%	 90%	 100%
<div><div>0% No Progress</div><div>100% Accomplished</div><div>Continue/Modify</div><div>Discontinue</div></div>				

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 1:** Seek employee input and feedback from NHE staff to inform decision making.

**Evaluation Data Sources:** Increase in positive response rate of staff in focus group response and/or staff survey responses from 77% to 90%.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to seek employee input via Staff Climate Survey and maintain greater than or equal to 85% participation rate <b>Strategy's Expected Result/Impact:</b> Staff Climate Survey Results Greater than or equal to 85% Participation Rate <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize district walk through forms to give intentional, specific feedback to teacher growth as related to the RISD teacher competencies. <b>Strategy's Expected Result/Impact:</b> Improvement in Tier 1 instruction <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> NHE will retain professional and auxiliary staff. <b>Strategy's Expected Result/Impact:</b> Key staff members will remain at NHE in sufficient numbers in order to keep the campus culture consistent and the institutional knowledge strong. <b>Staff Responsible for Monitoring:</b> Administration  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify











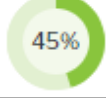
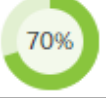

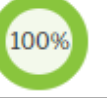
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**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 2:** Provide necessary professional development to successfully implement meet the Vision, Mission, Goals and Objectives of the district.

**Evaluation Data Sources:** Increase in positive response rate by staff on professional development session evaluation responses from 98 % to 100% and Increase positive response rate by staff on professional developed offered at campus from 76% to 90%.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to provide professional development in all curricular areas to enhance instructional strategies with a focus on supporting TRS, PLC and Lead4Ward, Technology Integration, PBIS/Equity <b>Strategy's Expected Result/Impact:</b> Number of Sessions & Participants feedback Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Campus Specialists, Administrators  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to provide professional development for instructional staff to support students with behavioral and instructional needs. <b>Strategy's Expected Result/Impact:</b> Number of Sessions & Participants Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Specialists, Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure teachers complete required G/T training <b>Strategy's Expected Result/Impact:</b> G/T Training Documentation <b>Staff Responsible for Monitoring:</b> Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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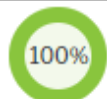
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**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 3:** Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflect the NHE student population.

**Evaluation Data Sources:** Staff surveys and climate survey.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Extend Mentoring program to on campus to support new staff. <b>Strategy's Expected Result/Impact:</b> Staff will be oriented to the campus and the school district <b>Staff Responsible for Monitoring:</b> Campus Instructional Coach, Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Intentional New Teacher Academies sessions and support for new staff. <b>Strategy's Expected Result/Impact:</b> Create strong connections and provide a safe place for new staff to ask questions. New staff to NHE will meet with campus administrative team (principal, assistant principal, and instructional coach) to learn new supports available throughout the year. <b>Staff Responsible for Monitoring:</b> Campus Instructional Coach, Campus Administration  <b>Title I:</b> 2.4, 2.5, 2.6 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Use teacher competencies to provide targeted professional development and conduct strategic walk-throughs <b>Strategy's Expected Result/Impact:</b> Teacher performance on TTESS Walk-through feedback Increased student engagement and performance <b>Staff Responsible for Monitoring:</b> admin ILT	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify















Discontinue

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 4:** Campus will provide an Accelerated Learning Plan consistent with the needs of HB4545 to 4th and 6th grade students who did not meet standards on the 2020-2021 STAAR test.

**Evaluation Data Sources:** PLC Agendas, Intervention Plans, SPED IEP Documentation, Parent Conference Logs and documentation

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All 4th and 6th grade students who did not meet standard on 20-21 STAAR will receive on-grade level interventions and accelerated learning during campus scheduled intervention time (i-time). <b>Strategy's Expected Result/Impact:</b> 4th and 6th grade students will show progress and close the gaps from the 20-21 school year. <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, SPED Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All NHE 3-6 students will receive on-grade level interventions and accelerated learning during campus scheduled intervention time (i-time). <b>Strategy's Expected Result/Impact:</b> All students will show progress on MAP and close the gaps from the 20-21 school year. <b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, SPED Staff	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



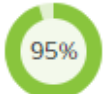



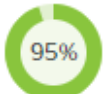















**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 1:** Increase links between home and school by providing systemic opportunities for parent engagement.

**Evaluation Data Sources:** Increase in positive response rate by parent/community in focus groups meetings and/or survey results at or above 85%.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote positive parent relations and maintain parent engagement at or greater than 85% <b>Strategy's Expected Result/Impact:</b> Parent Survey Results Greater than or equal to 85% Responses (Strongly Agree/Agree) <b>Staff Responsible for Monitoring:</b> All Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue partnership with Council of PTAs to support parent engagement through the PTA membership drive <b>Strategy's Expected Result/Impact:</b> # and Title of Parent Workshops Parent Feedback Increase positive response on climate survey % of parents attending at least one parent information workshop <b>Staff Responsible for Monitoring:</b> Administrators, Counselor, Technology Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase campus communication with new district tools: smore, campus webstie, social media, and blackboard connects messenger. <b>Strategy's Expected Result/Impact:</b> Parents and community will understand more about NHE and all of the programs and daily successes. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.4 <b>- TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Identify and utilize campus surveys to develop campus goals; especially teacher morale and discipline. <b>Strategy's Expected Result/Impact:</b> Staff will understand campus goals more deeply and campus morale and discipline will improve.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 2:** Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations.

**Evaluation Data Sources:** Catalog of volunteer hours, names, hours, organizations, locations. Data collected this year is baseline.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement database of volunteer groups to explore volunteer opportunities <b>Strategy's Expected Result/Impact:</b> Catalog of of volunteers by interest can be used to match individuals with listing of volunteer opportunities <b>Staff Responsible for Monitoring:</b> Administrators, PTA	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Coordinate and communicate volunteer opportunities <b>Strategy's Expected Result/Impact:</b> Bolster involvement by community. Attract more involvement from PTA , businesses, and companies seeking ways to designate their volunteer initiatives. Increased engagement activities with business community. <b>Staff Responsible for Monitoring:</b> Administrators, PTA	Formative			Summative
	Nov	Jan	Mar	June
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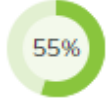







**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 3:** Evaluate and develop tools to advertise and market RISD brand

Strategic Action Plan: C3.1-C3.4

**Evaluation Data Sources:** Enlarge centrally delivered RISD presence throughout all four learning communities. New app and marketing materials will serve as baseline data collection this year.

**Summative Evaluation:** Met Objective









Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Utilize branding guidelines developed by the district <b>Strategy's Expected Result/Impact:</b> Develop marketing strategies, branding guidelines and branding campaigns visible at each campus and through district communication initiatives <b>Staff Responsible for Monitoring:</b> Chief Strategy & Engagement Admin		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue













**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 1:** Actively seek alternative revenue services to meet the needs of NHE services

**Evaluation Data Sources:** Revenue generated from federal, state and competitive grant programs

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Apply for all federal, state, local and competitive grants that meet the unique needs of RISD and help contribute to RISD Mission Vision <b>Strategy's Expected Result/Impact:</b> # of grants applied (Baseline) # of grants received (Baseline) Impact of grants (as measured by grant agreements) <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide training and support for all support staff processing POs, sub payment, etc to ensure staff are following proper policies and procedures. <b>Strategy's Expected Result/Impact:</b> Staff will be able to process POs and sub payments effectively and efficiently. <b>Staff Responsible for Monitoring:</b> Principal  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				





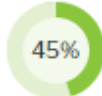











Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Create a plan with specific dates to ensure all employees receive training on proper money handling procedures (spring and fall) <b>Strategy's Expected Result/Impact:</b> Applicable staff will collect and handle money correctly. <b>Staff Responsible for Monitoring:</b> Principal, financial office.  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure all staff who directly order/receive goods are aware of proper procurement procedures. <b>Strategy's Expected Result/Impact:</b> Staff will be able to order correctly and efficiently in order to ensure staff has needed materials without wasted resources.  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

















**Goal 6:** We will ensure that our facilities and infrastructure adapt to support our mission.

**Performance Objective 1:** Provide a safe, comfortable, and well-maintained environment at all campuses.

**Evaluation Data Sources:** Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses.

**Summative Evaluation:** Met Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Complete safety and security audit <b>Strategy's Expected Result/Impact:</b> Completed audit and program recommendations <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide monthly practice of emergency drills. <b>Strategy's Expected Result/Impact:</b> Emergency Drills & Recommendations <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement "I Know What to Do Day" in October, December, January, and April (LiveWiseLiveHealthy) <b>Strategy's Expected Result/Impact:</b> Feedback from staff, students and parents % positive increase on staff, student and parent survey (5%) <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Communicate via Blackboard Connects and Smore with parents after each safety drill as well as communicating on-going safety protocols to students and staff. <b>Strategy's Expected Result/Impact:</b> Greater communication of school safety with families in order to communicate on-going safety protocols to students, staff, and parents. <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Update CIP quarterly to show completion: Nov 15, Jan 24, March 28, June 6 <b>Strategy's Expected Result/Impact:</b> Show progress towards campus safety goals <b>Staff Responsible for Monitoring:</b> Campus administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> NHE will participate in safety week in order to practice drills (evacuate, hold and secure, lockdown, shelter in place and fire). Safety week will be from Aug 29-Sept 2, 2022. <b>Strategy's Expected Result/Impact:</b> Students and staff will practice drills and reflect on needed improvements. <b>Staff Responsible for Monitoring:</b> Campus administratin, safety and security office, all NHE staff.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Review and enforce new dress code and cell phone policy on campus. <b>Strategy's Expected Result/Impact:</b> Students will be better prepared for learning. <b>Staff Responsible for Monitoring:</b> Campus administration  <b>Title I:</b> 2.4 <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> All campus visitors will be processed through the Raptor background check entry system. <b>Strategy's Expected Result/Impact:</b> Ensure all visitors on campus are safe to enter the building. <b>Staff Responsible for Monitoring:</b> campus administration, office staff, all staff members.  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				





No Progress



Accomplished



Continue/Modify



Discontinue

# State Compensatory

## Budget for Northwood Hills Elementary

**Total SCE Funds:** \$0.00

**Total FTEs Funded by SCE:** 5

**Brief Description of SCE Services and/or Programs**

## Personnel for Northwood Hills Elementary

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Amy Floyd	Instructional Coach	1
Ashley Oakes	Teacher	1
Cheryl Derrington	Aide I	1
Evelyn Hernandez	Alde	1
Martha Menezes	Teacher	1

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Olivia Red	CRS		1
Stacie Lilly	CMS		1