North East Independent School District

000 District Improvement Plan

2024-2025

Board Approval Date: November 11, 2024

Mission Statement

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

Vision

Call to Action

NEISD's lifelong learners succeed in the futures of their choosing with compassionate hearts, critical minds, and competitive spirits.

Core Values

Academic Rigor, Excellence, Integrity, Security & Service

Goals

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 1: BILINGUAL/ESL: The percentage of Newcomer Emergent Bilingual students who score approaches on STAAR EOC exams (Eng I and Eng II) will increase by 3% by June 2025. (District Scorecard 1.1)

Evaluation Data Sources: STAAR EOC scores, DEUAs, Unit Assessments

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: We will be using tighter assessment alignment between ESOL I and ESOL II courses to Eng I and Eng II courses respectively, to monitor student growth and progress towards our goal.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide aligned content curriculum resources and assessments for ESOL I and ESOL II courses; monitor and adjust implementation. **Strategy's Expected Result/Impact:** Increase Newcomer Emergent Bilingual performance scores by 3% in Eng I and Eng II EOC's. **Staff Responsible for Monitoring:** ESL Specialist; Assistant Director of ESL K-12	Moderate Progress	Moderate Progress	Considerable	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Strengthen Tier I instruction for Newcomer Emergent Bilingual classrooms via a learning series focused on content and language supports for Emergent Bilingual students. **Strategy's Expected Result/Impact:** Increase student engagement due to implementation of content and language supports for Emergent Bilingual Newcomer classrooms. **Staff Responsible for Monitoring:** ESL Specialist, Assistant Director of ESL K-12	Moderate Progress	Considerable	Accomplished	Accomplished

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 2: EARLY CHILDHOOD: Increase student achievement in Phonological Awareness by 5% measured by the CIRCLE Progress Monitoring Assessment. (District Scorecard 1.1 a)

High Priority

HB3 Goal

Evaluation Data Sources: Pre Kindergarten CIRCLE Progress Monitoring Assessment and Pre Kindergarten Alliteration/Rhyming Common Formative Assessments

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Increase student achievement in Phonological Awareness by 5% measured by the CIRCLE Progress Monitoring Assessment

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide professional development focusing on phonological awareness including LETRS strategies, and HEGGERTY. **Strategy's Expected Result/Impact:** Pre Kindergarten teachers will understand and implement phonological awareness strategies with fidelity. **Staff Responsible for Monitoring:** EC district team and Pre Kindergarten teachers	Moderate Progress	Considerable	Moderate Progress	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: By utilizing Progess Monitoring Assessments, teachers will be able to analyze and adjust their instruction in phonological awareness. **Strategy's Expected Result/Impact:** Student growth in phonological awareness. **Staff Responsible for Monitoring:** Teachers and Early Childhood District Team.	Moderate Progress	Moderate Progress	Moderate Progress	Continue/ Modify

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: The Early Childhood District Team will create a district wide Early Childhood Progress Monitoring team. **Strategy's Expected Result/Impact:** The progress monitoring team will create a district wide progress monitoring assessment focusing on phonological awareness. **Staff Responsible for Monitoring:** Early Childhood District Team	Accomplished	Accomplished	Considerable	Accomplished

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: The Early Childhood District Team will support teachers with phonological awareness through PLC's and coaching cycles. **Strategy's Expected Result/Impact:** Student growth in phonological awareness. **Staff Responsible for Monitoring:** The Early Childhood District Team	Some Progress	Moderate Progress	Considerable	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 3: ELEMENTARY BILINGUAL/ESL: Increase 3rd grade Reading and Writing performance for Emergent Bilinguals on the Extended Constructed Response (ECRs) by 3-5% by implementing language development strategies and biliteracy practices. (District Score Card 1.1)

High Priority

Evaluation Data Sources: DEUAs checkpoint every 5 weeks.
MAP checkpoints 3 times a year (BOY, MOY, EOY)

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue progress monitoring strategies throughout the 25-26 school year

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide opportunities in the instructional planning guide, so that teachers can implement ECRs. Promoting and hosting more in campus ECR trainings and calibration sessions. **Strategy's Expected Result/Impact:** Increase student ECR writing scores **Staff Responsible for Monitoring:** Director, AD, Bilingual Specialist, and Administators	Moderate Progress	Moderate Progress	Moderate Progress	Continue/ Modify



Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 4: ELEMENTARY ELAR: Increase the number of students who have Oral Reading scores in Spring MAP Reading Fluency in grade 1 from 35% to 40% and in grade 2 from 71% to 76%. (District Scorecard Indicator 1.1: Each child will demonstrate academic growth).

High Priority

HB3 Goal

Evaluation Data Sources: MAP Reading Fluency
Oral reading fluency assessments

Next Year's Recommendation: In grades 1st-2nd, we will implement a new repeated reading routine to be used during the foundational skills block that supports students reading grade-level text on a daily basis.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Through the provision of and training on the use of the resources on the NEISD Literacy Intervention site, teachers will provide targeted instruction based on Tier 1 fluency assessment data. **Strategy's Expected Result/Impact:** We expect to see an increase in oral reading fluency scores. **Staff Responsible for Monitoring:** Elementary ELAR team Special Education team	Some Progress	Some Progress	Some Progress	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 5: SECONDARY ELAR: Increase rate of students scoring 3% Meets and 2% Masters on the English I EOC STAAR Assessment. (District Scorecard Indicator 1.1)

High Priority

HB3 Goal

Evaluation Data Sources: * DEUA monitoring across units for grade 8 RLA and English I DEUAs
* MAP growth from MOY to BOY for grade 8 and English I
* Classroom observations and feedback for grade 8 ELAR and English I
* 2-year cycle of monitoring STAAR growth

Next Year's Recommendation: Continue literacy work based on data to support informational TEKS.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Design and provide professional learning to support teachers' implementation of informational TEKS at a deeper level of rigor during ELAR instructional design days and the training of literacy leaders (ELAR deans, ICs, and DCs). **Strategy's Expected Result/Impact:** Professional learning on informational text will deepen literacy leaders and teachers' knowledge about informational texts. **Staff Responsible for Monitoring:** Secondary AD; Secondary ELAR Specialists	Some Progress	Some Progress	Some Progress	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Conduct classroom observations and provide feedback for grade 8 ELAR and English I teachers. **Strategy's Expected Result/Impact:** Through observation and providing feedback on instruction, teachers will deepen knowledge of informational texts and teach with specificity to alignment of the TEKS. **Staff Responsible for Monitoring:** Secondary AD; Secondary ELAR Specialists; ELAR Deans and Instructional Coaches	Some Progress	Some Progress	Some Progress	Continue/ Modify

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Monitor and track growth for informational TEKS (EI.7Eii, E1.8B, EI.8G) through the grade 8 and English I DEUAs. **Strategy's Expected Result/Impact:** Data from the DEUAs will show growth in meets and masters over time. **Staff Responsible for Monitoring:** Secondary AD; Secondary ELAR Specialists, ELAR Deans and Instructional Coaches	 Some Progress	 Some Progress	 Some Progress	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 6: SECONDARY ELAR: Increase the growth rate of lowest performing students in their Reading Language Arts (RLA) and English EOC STAAR (District Scorecard Indicator 1.1) that are enrolled in Middle School Reading Acceleration and High School Academic Literacy courses by 3-5 %.

High Priority

HB3 Goal

Evaluation Data Sources: * i-Ready and Lexia Diagnostic growth from BOY to MOY
* MAP growth from MOY to BOY
* DEUA growth monitoring across units, beginning with Unit 2
* Classroom observations and feedback in Reading Acceleration and Academic Literacy classes

Next Year's Recommendation: Continue work w/Academic Literacy (HS) & Reading Acceleration (MS) courses, but expand progress monitoring goal specificity. (See below).

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide professional learning for Reading Acceleration and Academic Literacy teachers in the complexities of teaching reading (e.g., fluency, word study, vocabulary, and comprehension). **Strategy's Expected Result/Impact:** Increase the reading performance of students who scored Did Not Meet on their 2024 STAAR on the 2025 STAAR RLA. **Staff Responsible for Monitoring:** Secondary ELAR Assistant Director, Secondary ELAR Instructional Specialists.	 Some Progress	 Some Progress	 Some Progress	 Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Conduct classroom observations and provide feedback in Reading Acceleration and Academic Literacy classrooms. **Strategy's Expected Result/Impact:** By providing feedback to teachers in Reading Acceleration and Academic Literacy classrooms, they will be able to instruct the four components of effective reading instruction more effectively. **Staff Responsible for Monitoring:** Secondary ELAR Assistant Director, Secondary ELAR Instructional Specialists with support from literacy leaders (ELAR instructional coaches and deans as guided)	 Some Progress	 Some Progress	 Some Progress	

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Monitor and track growth through the intervention courses (e.g., Academic Literacy and Reading Acceleration) through DEAUs through monitoring groups. **Strategy's Expected Result/Impact:** Data from the progress monitoring tools will show growth over time. **Staff Responsible for Monitoring:** Secondary AD, Secondary ELAR Specialists, and other personnel as needed: ESL, Special Education, and Dyslexia Personnel.	Some Progress	Some Progress	Some Progress	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 7: ELEMENTARY MATH: Increase the number of 4th-grade students maintaining or growing in Meets and Masters on Math STAAR by 5%.
(District Scorecard 1.1)

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Regularly analyze student data to monitor progress and support campuses to address areas of low student growth in Meets and Masters. **Strategy's Expected Result/Impact:** An increase in the number of students maintaining or progressing within meets and masters performance on 4th grade Math STAAR. **Staff Responsible for Monitoring:** Elementary Math Assistant Director and Specialists	Accomplished	Accomplished	Accomplished	Accomplished

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 8: SECONDARY MATH/ SPECIAL EDUCATION: As a district, we will decrease the achievement gap between the percent of all students achieving approaches and the percent of SpEd students achieving approaches on all Math STAAR tests by 10%. (District Scorecard 1.1)

HB3 Goal

Evaluation Data Sources: MAP BOY, MOY data (use STAAR projections); DEAU data; Interim Assessment data, Spring Summative data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Work with all teachers to ensure all students have access to on-grade-level instruction. Continue to train teachers on content knowledge and high impact strategies that support all students.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Increase the number of Gen Ed and SpEd teachers and coteachers representing all 21 secondary campuses attending district provided professional learning opportunities. **Strategy's Expected Result/Impact:** Teachers from all 21 campuses will engage in learning around high leverage strategies that impact SpEd performance on the 6th-Alg 1 MATH STAAR tests. **Staff Responsible for Monitoring:** Assistant Director of Secondary Math	Moderate Progress	Moderate Progress	Considerable	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: We will intentionally plan for trainings that include instructional strategies and ways to accommodate the strategies to meet the needs of SpEd students and provide follow up on implementation of the strategies in the classroom. **Strategy's Expected Result/Impact:** Teachers from all 21 campuses will engage in learning and be provided follow up support around high leverage strategies that impact SpEd performance on the 6th - Alg 1 Math STAAR tests. **Staff Responsible for Monitoring:** Assistant Director of Secondary Math	Moderate Progress	Considerable	Accomplished	Accomplished

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 9: SECONDARY MATH: As a district, we will increase our annual growth for students at the approaches STAAR performance level to 50% in 6th - 8th grade STAAR and 70% in Algebra 1 EOC. (District Scorecard 1.1)

High Priority

HB3 Goal

Evaluation Data Sources: DEUAs, MAP growth, STAAR/EOC tests

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to deliver professional development for teachers and continue to refine the system for implementatino support

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Professional Learning provided during the school year will focus on discussing, modeling, and practicing strategies to support learners in the classroom. **Strategy's Expected Result/Impact:** Student scores will increase due to more intentional planning and practice of tier 1 instruction which will lead to an increased focus on student learning in the classroom. **Staff Responsible for Monitoring:** Assistant Director of Secondary Math	Some Progress	Moderate Progress	Considerable	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide follow up to training and support in teachers' classrooms through model teaching, coteaching, and providing feedback on the implementation of instructional strategies to support learners in the classroom. **Strategy's Expected Result/Impact:** Teachers will continue the learning process about impactful tier 1 instructional strategies and student scores will increase. **Staff Responsible for Monitoring:** Assistant Director of Secondary Math	Some Progress	Some Progress	Some Progress	Continue/ Modify

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: The Secondary Math team will analyze data from DEUAs to determine areas for continued and improved support. **Strategy's Expected Result/Impact:** Student scores on DEUAs and MAP growth will increase as the year progresses. **Staff Responsible for Monitoring:** Assistant Director of Secondary Math	 Some Progress	 Moderate Progress	 Moderate Progress	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 10: ELEMENTARY & SECONDARY SCIENCE: Campus Learning Walks will indicate that teachers are delivering science instruction using the 5E Model. (District Scorecard 1.1a and 1.1c)

Evaluation Data Sources: Assistant Directors, Specialists, and Instructional Coaches will be looking at data from learning walks to determine which campuses are utilizing the 5E Instructional Model.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with embedded supports for campus instructional leaders and conversations regarding maintaining fidelity to the district IPGs

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Create a checklist that helps communicate expectations for how science instruction should be delivered through the 5E Model. **Strategy's Expected Result/Impact:** Increase awareness of what high quality science instruction among campus and district leadership. **Staff Responsible for Monitoring:** Science Assistant Director and Science Specialists.	Moderate Progress	Considerable	Considerable	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Set expectations for utilizing the checklist during C&I Learning walks to provide feedback to teachers about what science instruction should look like when using the 5E Model. **Strategy's Expected Result/Impact:** Increase awareness of what high quality science instruction among elementary teachers **Staff Responsible for Monitoring:** Science Assistant Director and Science Specialists.	Moderate Progress	Moderate Progress	Moderate Progress	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 11: ELEMENTARY SOCIAL STUDIES: Increase usage of 2024-25 K-5 Social Studies Curriculum by 3% as we work with teachers on the importance of Social Studies thinking and learning in elementary. (District Scorecard INdicator 1.1.a, 1.1.b, 1.1c)

Evaluation Data Sources: Monitor teacher activity on K-5 Social Studies curriculum documents.
Monitor use of 3-5 Social Studies DEUAs.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to work toward increase usage of K-5 Social Studies curriculum in classrooms.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide professional learning opportunities for teachers that support their understanding of Social Studies instruction. **Strategy's Expected Result/Impact:** More effective instruction that will lead to better results on DEUAs. **Staff Responsible for Monitoring:** Assistant Director, Teachers	Some Progress	Moderate Progress	Considerable	Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 12: LSS/CCMR: The percentage of annual graduates who meet CCMR criteria will increase annually by 5% to support our district and House Bill 3 goals and accountability performance. (District Scorecard Indicator: Students 1.2 a)

High Priority

HB3 Goal

Evaluation Data Sources: Monitoring performance of students in grades 9 - 12 on all post-secondary readiness exams : TSIA 2.0, SAT, ACT, Dual Credit, OnRamps, and College Prep (ELAR and Math); Increase completion of CTE Pathways and IBC attainment for our district.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to work toward our goal to increase CCMR indicators.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Access and analyze data to set campus goals, monitor progress and plan with individual students to support post secondary readiness. **Strategy's Expected Result/Impact:** Increase in CCMR attainment district-wide **Staff Responsible for Monitoring:** Guidance Services , CCR Coordinator, Certified School Counselors, CCMR Specialists **Funding Sources:** Family Engagement Specialists - 211 Title I, Part A	Some Progress	Moderate Progress	Moderate Progress	Accomplished

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide school day testing opportunities to include TSIA, PSAT, SAT, ACT and ASVAB. **Strategy's Expected Result/Impact:** Increase CCMR Target Outcome Goals by 5%. The percent of annual graduates who have taken the Texas Success Initiative Assessment (TSIA) will also increase to over 50%. **Staff Responsible for Monitoring:** Advanced Academics Coordinator, College and Career Readiness Coordinator, CCMR Specialists, Director for Guidance Services, Certified School Counselors **Funding Sources:** PSAT Exams - 199 CCMR - PSAT Exams, SAT School Day Exams - 199 CCMR, TSIA Exams - 199 CCMR - TSI Units	Some Progress	Moderate Progress	Considerable	Continue/ Modify

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Increase the percent of students enrolled in CTE Principles courses in middle and high school in order to increase CTE Pathway Completers through aligned programs of study by 5%. We will increase Industry Based Certifications (IBCs) by 15% for the 2024-25 school year. **Strategy's Expected Result/Impact:** Increase percentage of program of study completers (5%) and attainment of IBCs (15%) by completers district-wide. **Staff Responsible for Monitoring:** Career and Technical Education Office **Funding Sources:** - 244 Perkins Career and Technical Education	Accomplished	Moderate Progress	Accomplished	Accomplished

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: All eighth grade students will complete a career interest survey to guide the creation of their 4-year Individual Graduation Plans. High school counselors will utilize IGPs annually with every student during Individual Planning sessions to support course selection process that aligns with post-secondary plans. **Strategy's Expected Result/Impact:** Students and families will make informed decisions regarding graduation requirements and plans for academic, college, career, and military readiness. Counselors will support every student's transition between middle and high school and lay the foundation for their post-secondary career. **Staff Responsible for Monitoring:** Director of Guidance Services, Certified School Counselors, CCMR Specialists **Funding Sources:** CCMR Specialist - 199 CCMR, CTE - 199 State Career & Technical	Considerable	Considerable	Considerable	Continue/ Modify

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5: Increase Advancement Via Individual Determination (AVID) class participation by 3% in order to connect high school to college and career. **Strategy's Expected Result/Impact:** Increase in STAAR results and CCMR attainment district wide **Staff Responsible for Monitoring:** AVID District Director	Some Progress	Moderate Progress	Considerable	Continue/ Modify

Strategy 6 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6: Career and Technical Education (CTE) courses will continue to be monitored as TEA changes pathways, so that we can adjust and create clear starting and ending points for all stakeholders. **Strategy's Expected Result/Impact:** Total number of students achieving Career and Technical Education Completer status will increase by 5% by the end of the 2025 school year. Steadily increasing CTE completers will align with new TEA CCMR accountability requirements and aide in the attainment of District HB 3 goals. **Staff Responsible for Monitoring:** Career and Technical Education Office **Funding Sources:** - 244 Perkins Career and Technical Education	Considerable	Considerable	Considerable	Accomplished

Strategy 7 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7: Career and Technical Education (CTE) curriculum documents will align to instructional priorities and student certification attainment. **Strategy's Expected Result/Impact:** Total number of students who earn an Industry-Based Certification (IBC) will increase by 15%. Steadily increasing the number of IBCs attained will align with new TEA CCMR accountability requirements and aide in the attainment of District HB 3 goals. **Staff Responsible for Monitoring:** Career and Technical Education- Instructional Specialist **Funding Sources:** - 255 Title II, Part A	 Some Progress	 Some Progress	 Considerable	 Continue/ Modify

Strategy 8 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8: Library Services will provide librarians with professional development opportunities focused on TEKS-based lessons targeting the author's purpose and/or vocabulary. (Students 1.2) **Strategy's Expected Result/Impact:** Increase in passing rate on Reading Language Arts STAAR district-wide. **Staff Responsible for Monitoring:** Library Services, principals, assistant principals, curriculum & instruction reading specialists.		 Some Progress	 No Progress	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 13: LSS: The percentage of ninth grade retentions will decrease by 2% (District Scorecard 1.3a, 1.3b)

High Priority

HB3 Goal

Evaluation Data Sources: Retention rates (9th to 10th grade by campus)

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to create processes to lower 9th grade retentions.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Ensure that every high school offers a comprehensive 9th grade AVID program, providing access and support to all eligible 9th graders to enhance their academic success and attendance rate. **Strategy's Expected Result/Impact:** Decrease retention rate for all 9th grade students and improve student performance from year to year. **Staff Responsible for Monitoring:** AVID District Director and AVID Teachers **Results Driven Accountability** **Funding Sources:** Local funding - 199 SCE Accelerated Education	Moderate Progress	Moderate Progress	Considerable	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Connect students to Career and Technical Student Organizations (CTSO) in middle school and high school, incentivizing passing grades and earning credit for all courses **Strategy's Expected Result/Impact:** Decreased 9th grade retention rate due to increased passing grades for eligibility **Staff Responsible for Monitoring:** Career and Technical Education Office **Funding Sources:** - 244 Perkins Career and Technical Education	Moderate Progress	Considerable	Considerable	Accomplished

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 14: LSS: Our district graduation rate will increase by 2%. (District Scorecard 1.2a, 1.2b, 1.2c)

High Priority

HB3 Goal

Evaluation Data Sources: Graduation rates, TAPR, Accountability Ratings, CCMR

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to work towards this performance objective.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Support at-risk and economically disadvantaged students using State Compensatory Education (SCE) supplemental programs and staff to increase academic achievement and reduce the dropout rate. **Strategy's Expected Result/Impact:** Reduce the gap between at-risk and non-at-risk student academic performance. Reduce the gap in graduation rates between at-risk and non-at-risk students. Reduce the gap between economically disadvantaged and non-economically student academic performance. Reduce the gap in graduation rates economically disadvantaged and non-economically students. **Staff Responsible for Monitoring:** Campus Leadership, Certified School Counselors, Deans, SCE teachers, Assistant Director for At-Risk, Director of Guidance, Pregnancy Related Services Instructors, Senior Director of Learning Support Services, Executive Director Secondary of Curriculum and Instruction, District AVID Coordinator, AVID Teachers, Bilingual Department, and Executive Director of Curriculum and Instruction. **Funding Sources:** - 199 SCE Accelerated Education	 Some Progress	 Some Progress	 Considerable	 Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Support at-risk students in earning course credit through Achieve Credit Recovery programs so they graduate with their cohort.. **Strategy's Expected Result/Impact:** Increase graduation rate. Decrease the student dropouts. **Staff Responsible for Monitoring:** Campus Leadership, Certified School Counselors, Deans, SCE teachers, Assistant Director for At-Risk, Director of Guidance, Pregnancy Related Services Instructors, Senior Director of Learning Support Services, Executive Director for Learning Support Services, and Executive Director for Secondary of Curriculum and Instruction. **Funding Sources:** - 199 SCE Accelerated Education	 Some Progress	 Some Progress	 Moderate Progress	 Continue/ Modify

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Connect more students to CTE in middle and high school and set on a path for the completion of a pathway. **Strategy's Expected Result/Impact:** Increased graduation rate (On average, CTE connected students have a 10% higher graduation rate than non-CTE peers) **Staff Responsible for Monitoring:** Career and Technical Education Office		 Some Progress		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 15: SECONDARY SCIENCE: NEISD high school SPED and ELL students who have taken the Exploring Life Science Through Phenomena (ELSTP) will achieve a higher performance level on STAAR Bio EOC than students of similar demographics who did not take ELSTP. (District Scorecard 1.1.a, 1.1.c)

Evaluation Data Sources: CFAs & DEUAs will be monitored for each unit, and teachers will have the opportunity to discuss student performance during district professional learning events.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to refine and support

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Literacy development through active recall, practice reading fluency, CLOZE writing, summarization, repeated reading, underlining and highlighting strategies. **Strategy's Expected Result/Impact:** Literacy development as will be noted via teacher observations (students writing, speaking, reading) and CFA data based specifically on literacy. **Staff Responsible for Monitoring:** Teachers and specialists	Considerable	Moderate Progress	Moderate Progress	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Critical thinking development through data (graphic, infographic, and text) analysis, claim-evidence-reasoning, problem assessment and solution development via case studies. **Strategy's Expected Result/Impact:** Critical thinking development noted via teacher observations and CFA data highlighting science and engineering practices standards. **Staff Responsible for Monitoring:** Teachers and specialists	Some Progress	Some Progress	Moderate Progress	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 16: SECONDARY SOCIAL STUDIES: NEISD middle schools will increase student meets performance on Grade 8 STAAR Social Studies by 5% and masters performance by 3%. (District Scorecard 1.1.a, 1.1b, 1.1.c).

Evaluation Data Sources: Progress monitoring DEUA data within teams with immediate response
Surveys from professional learning
Released STAAR or Interim
STAAR

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Build curriculum to inform lesson progressions and DEUAs to assess progressions **Strategy's Expected Result/Impact:** An increase in meets and masters performance on STAAR Grade 8 Social Studies. **Staff Responsible for Monitoring:** Secondary Social Studies	 Some Progress	 Moderate Progress	 Moderate Progress	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 17: SECONDARY WORLD LANGUAGES: Increase the percentage of Level 1 world language students who score a Novice High or higher on the external proficiency assessment by 15%. (District Scorecard 1.1.a, 1.1.c)

Evaluation Data Sources: DEUAs
External Proficiency Assessment (STAMP Assessment)

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue with performance objective with refined strategies, to include tapping into languages who performed well.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Teachers will receive professional development opportunities on refining instruction to support students' daily communication via structured scenarios. **Strategy's Expected Result/Impact:** Increase in students' ability to express themselves independently in the target language appropriate to their grade level. **Staff Responsible for Monitoring:** Asst Dir of World Languages World Language Dept Heads at each high school Curriculum APs at each high school Middle School Academic Deans	Some Progress	Some Progress		Continue/ Modify



Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 1: BILINGUAL/ESL: 100% of NEISD campuses will participate in LPAC(Language Proficiency Assessment Committee) Framework Training. Participants will increase their knowledge and understanding of the LPAC Framework procedures which guides the recommended program placement of Emergent Bilinguals. (District Scorecard Indicator 1.2).

Evaluation Data Sources: Attendance rosters, review of LPAC recommendations

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Bilingual/ESL: Provide help sessions to assist campus Point of Contact (POC)s with questions regarding the identification and placement of Emergent Bilingual students. **Strategy's Expected Result/Impact:** POC's will have the opportunity to process and ask questions regarding the identification and placement of EBs. **Staff Responsible for Monitoring:** Senior Director and Assistant Director	Some Progress			

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Bilingual/ESL: Provide calendar reminders and emails and keep campus principals informed of upcoming deadlines related to EB compliance. **Strategy's Expected Result/Impact:** Campuses will complete deadlines in a timely manner. **Staff Responsible for Monitoring:** Senior Director, Assistant Director, ELL Support Specialist	Some Progress			

No Progress Accomplished Continue/Modify Discontinue

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 2: C&I GT: 100% of NEISD teachers responsible for GT services, both elementary and secondary, will complete the mandatory GT foundational training by the end of the first semester. This will ensure program compliance and support student progress in the GT program. (District Scorecard Indicator 1.1)

High Priority

Evaluation Data Sources: Eduphoria Strive portfolios, end of year PEIMS report, and Universal Screening Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue progress monitoring and implementing goal for 2025-2026 school year.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: The GT Department will strengthen communication with secondary teachers and campus leaders to ensure TEA State Plan compliance and support the needs of gifted learners. **Strategy's Expected Result/Impact:** Achieve 100% compliance among secondary teachers providing GT services to meet the needs of gifted learners. **Staff Responsible for Monitoring:** Assistant Director GT, GT Instructional Specialist, Campus Leadership	 Some Progress	 Some Progress	 Moderate Progress	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 3: C&I/NEWCOMERS: 100% of NEISD staff that participate in targeted Refugee School Impact (RSI) professional learning opportunities will increase their knowledge and understanding of the RSI program and how to support refugee/asylee students and parents. (District Scorecard Indicator 1.3 & 1.4)

Evaluation Data Sources: Feedback surveys, attendance sheets, classroom observations, and campus walks

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: The grant has ended.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Schedule and conduct professional learning opportunities (cultural competencies, trauma informed practices, second language acquisition, RSI services and supports, etc) at priority campuses with a high population of refugee/asylee students. **Strategy's Expected Result/Impact:** 100% of staff at priority campuses will have an understanding of the RSI program and how to better serve and support the refugee/asylee population. **Staff Responsible for Monitoring:** NEISD RSI team	Some Progress	Some Progress	Moderate Progress	Discontinue

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Schedule and conduct professional learning opportunities (cultural competencies, trauma informed practices, second language acquisition, RSI services and supports, etc) across district departments to increase awareness of the RSI program and to form collaborative partnerships to maximize support for students and families. **Strategy's Expected Result/Impact:** 100% of district departments that participate in professional learning and engage in partnership with RSI will have a better understanding of the RSI program and how to best support the refugee/asylee population. **Staff Responsible for Monitoring:** NEISD RSI Team	Some Progress	Some Progress	Moderate Progress	Discontinue

No Progress Accomplished Continue/Modify Discontinue

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 4: LSS/CTE: 100% of Career & Technical Education Level 1 courses will have Common Formative Assessments and intentional data review training and information sessions embedded through professional development sessions throughout each calendar year. (District Scorecard 1.1a, 1.1b, 1,.1c)

HB3 Goal

Evaluation Data Sources: Completion of District Unit Plans
Student data reports in Aware

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: CTE Teachers will collaborate to create Common Formative Assessments to be given across the district to ensure alignment to District Curriculum (YAGs) and promote student equity. **Strategy's Expected Result/Impact:** All level 1 CTE courses will have Common Formative Assessments created and assessed for each unit All level 2 CTE courses will have Unit Plans aligned to District YAGs **Staff Responsible for Monitoring:** Career and Technical Education Office **Funding Sources:** - 244 Perkins Career and Technical Education, - 255 Title II, Part A	Some Progress	Some Progress	Moderate Progress	Continue/ Modify



Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 5: LSS/GUIDANCE SERVICES: All campus counselors will spend at least 80% of their time providing the comprehensive school counseling components (individual planning, responsive services, guidance curriculum, and systems support) to students and families. (District Scorecard Indicator 1.4c, 1.2a)

Evaluation Data Sources: Counselor Time Tracker, Skyward guidance office visits

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue professional development on advocacy of 80/20 rule and support counselor implementation of new materials for guidance lessons

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: All counselors will attend monthly professional learning to support and provide responsive services and individual planning counseling skills. **Strategy's Expected Result/Impact:** Increase in access to Tier 1 guidance lessons and academic supports for students at all levels, as well as an increase in small groups and individual counseling sessions. **Staff Responsible for Monitoring:** Director of Guidance, Guidance Services Assistant Director	Some Progress	Some Progress	Some Progress	

No Progress Accomplished Continue/Modify Discontinue

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 6: LSS/SAPP: Increase attendance by 2% for students identified with pregnancy/parenting related services. (District Scorecard Indicator 1.4)

Evaluation Data Sources: attendance records

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Develop partnerships with campus staff to provide additional wrap-around services such as child care and case management. **Strategy's Expected Result/Impact:** Students' primary needs are met, and school attendance will increase. **Staff Responsible for Monitoring:** PRS instructors, Assistant Director At-Risk, Director of Federal Programs **Funding Sources:** - 199 SCE Accelerated Education	Some Progress			

No Progress Accomplished Continue/Modify Discontinue

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 7: MTSS: 100% of Campus Multi-Tiered System of Supports (MTSS) Committees will be established and will follow the NEISD MTSS process. (District Scorecard Indicator 1.1)

Evaluation Data Sources: Attendance records and agendas from professional learning, MTSS office hours attendance, MTSS Campus Coordinator meetings attendance. Permanent product submissions from applicable meetings and professional development.
Campus MTSS Committee and process

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Review and analyze data to develop professional learning for the differentiated needs of campuses.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: MTSS Specialists will schedule and conduct MTSS professional learning opportunities for MTSS Campus Coordinators to build MTSS processes and structures. . **Strategy's Expected Result/Impact:** 100% of MTSS Campus Coordinators will have an understanding of the NEISD MTSS process for Tier I, II, and III. **Staff Responsible for Monitoring:** NEISD MTSS Team	Considerable	Considerable	Considerable	Continue/ Modify

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: MTSS District Guiding Coalition and MTSS Specialists will support campuses and teams through coaching. **Strategy's Expected Result/Impact:** The NEISD MTSS process will be implemented across departments to review data and focus on proactive practices and systems that deliver timely and effective support to increase the number of students who progress out of Tier 2 & Tier 3 interventions. **Staff Responsible for Monitoring:** NEISD MTSS Team	Considerable	Considerable	Considerable	Continue/ Modify



Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 8: PUPIL PERSONNEL SERVICES (PPS): Discipline/Attendance errors will decrease by 15% over the past year, and discretionary placements will be reduced by 5% for all student populations.

High Priority

Evaluation Data Sources: Attendance: PPS Learning Series/Summer Leadership PD Day; Discipline Error/Attendance Error Reports, Behavior Oversight Committee feedback, Attendance Committee feedback (coming soon), TEA Disproportionality PBM, TEA SPED RDA;

Summative Evaluation: Met Objective

Next Year's Recommendation: We saw a 18% reduction in discipline errors however, our discretionary rates stayed the same. We will need to continue to monitor and review for areas of improvement for the coming school year.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: PPS will increase the total number of attendees at the PPS Learning Series offerings by sending reminders, offering make-up sessions, and directly contacting schools with high error rates. PPS will also restructure the PSS Manual and guidance documents for clarity and ease of use. **Strategy's Expected Result/Impact:** Properly informed and trained administrators will create fewer errors allowing additional time to perform other duties. Additionally, cataloging and updating the PPS Manual with clearly defined guidance will decrease the time expended looking for resources and provide administrators with contextual examples to apply to their circumstances. **Staff Responsible for Monitoring:** Executive Director, PPS	Moderate Progress	Moderate Progress	Considerable	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 9: SPECIAL EDUCATION: As a special education department, we will decrease the number of out-of-school suspensions for all students by 5%. (District Scorecard Indicator 1.1)

High Priority

Evaluation Data Sources: Campus discipline reports

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: As a special education department, we will create and provide monthly training for campus administrators as well as ongoing coaching opportunities for campuses that are struggling to meet this goal. **Strategy's Expected Result/Impact:** Decrease in out-of-school suspension across our district **Staff Responsible for Monitoring:** Director for Special Education and Pupil Personnel **Results Driven Accountability**	 Moderate Progress	 Some Progress		 Accomplished

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: NEISD campuses will serve as centers for community involvement

Performance Objective 1: LSS/CCMR: NEISD will host a College and Career Expo to highlight post-secondary opportunities for students and families in our community. (District Scorecard 3.2, 3.3)

High Priority

Evaluation Data Sources: Number of attendees
Number of colleges and business participating

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue the College and Career Expo for 2025

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Continue to secure local, state, national and international post-secondary partners for the annual NEISD College and Career Expo **Strategy's Expected Result/Impact:** Students and families will connect NEISD programs with post-secondary opportunities **Staff Responsible for Monitoring:** Guidance Services Career and Technical Education Department **Funding Sources:** - 199 State Career & Technical, - 199 CCMR	Considerable	Accomplished	Accomplished	Accomplished

No Progress | Accomplished | Continue/Modify | Discontinue

Goal 3: NEISD campuses will serve as centers for community involvement

Performance Objective 2: LSS/FAMILY ENGAGEMENT: Host Family Educational Events to promote knowledge and provide current information on student wellness. (District Scorecard 1.4).

Evaluation Data Sources: Approved Needs Assessments, Attendance numbers at events

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Collaborate with Family Engagement to identify community needs and provide responsive programming. **Strategy's Expected Result/Impact:** Families will have additional information to support students **Staff Responsible for Monitoring:** Guidance Services, Wellness and Well-Being Counselors, Family Engagement, Family Specialists and Liaisons.	 Moderate Progress	 Some Progress		

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: NEISD campuses will serve as centers for community involvement

Performance Objective 3: LSS/FAMILY ENGAGEMENT & LIBRARY SERVICES: Family Engagement and Library Services will provide 100% of Title 1 campuses' parents and community members with access to College, Career, and Military Readiness (CCMR) through our CCMR Discovery Centers. (District Scorecard Indicator 1.2)

HB3 Goal

Evaluation Data Sources: Monthly Family Engagement calendars for the Title 1 campuses.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: All Title 1 Family Specialists will provide a minimum of one opportunity for parents/community members to explore the CCMR options via internal and external platforms. **Strategy's Expected Result/Impact:** Increase in magnet applications from Title 1 students and CCMR indicators. **Staff Responsible for Monitoring:** Assistant Director of At-Risk, Assistant Director of Family Engagement/Migrant, Director of Federal Programs, Director of Library Services **Funding Sources:** Title 1 - 211 Title I, Part A	Some Progress	Some Progress	Some Progress	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 4: NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.

Performance Objective 1: LSS/CTE: NEISD Magnet Programs will offer multiple middle school and high school Magnet Nights across the district. (District Scorecard Indicator 3.2, 3.3b)

High Priority

Evaluation Data Sources: Number of attendees
Number of applications/enrollments into Magnet Programs

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Each Magnet program will promote their programs at middle schools and high schools across the district to create awareness of the variety of programs NEISD has to offer and connect families with their career interests **Strategy's Expected Result/Impact:** Families will choose an educational pathway aligned to their future goals Community and business leaders will continue to be provided an excellent work-force **Staff Responsible for Monitoring:** CTE Office **Funding Sources:** - 199 State Career & Technical, - 244 Perkins Career and Technical Education	Considerable	Accomplished	Accomplished	Accomplished

No Progress Accomplished Continue/Modify Discontinue

Goal 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 1: LSS/GUIDANCE SERVICES: Certified School Counselors will provide Tier 1 interventions through classroom guidance lessons. (District Scorecard Indicator 1.1b)

Evaluation Data Sources: Counselor time tracker, Campus year at a glance/action plan

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Provide support for counselors as the implement new materials.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Counselors will work with academic teachers to schedule and provide classroom guidance lessons a minimum of 4 times per year. **Strategy's Expected Result/Impact:** Decrease in office referrals, increase in positive student behavior, increase in attendance rate **Staff Responsible for Monitoring:** Guidance Services and Certified School Counselors	Some Progress	Considerable	Considerable	Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 2: LSS: Each secondary campus will provide leadership development in the areas of conflict resolution, mentoring, and teamwork via the PALS program by the end of the 2024-2025 school year.(District Scorecard Indicator 1.3a, 1.3b).

Evaluation Data Sources: PALS and PALS sponsors completion of training sessions, campus program summary files

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Begin new plan to train all PALS Teacher in Peer Mediation.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: PALS training will be provided and required for all PALS students and sponsors and district office will monitor PALS mentor/mentee services throughout our district. **Strategy's Expected Result/Impact:** Student mentees will grow in the areas of effective communication, conflict resolution, and relationship skills **Staff Responsible for Monitoring:** PALS teachers, Campus Administrators, Director of At-Risk & Student Well-Being	 Moderate Progress	 Considerable	 Considerable	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources

Performance Objective 1: ELEMENTARY SCIENCE: Elementary Science teachers will use and implement District Science Curriculum documents with consistency and fidelity (District Scorecard Indicator 1.1)

Evaluation Data Sources: MAP, STAAR, DEUAs

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue with the goal of keeping our curriculum documents as the primary resource as the foundation for Tier 1 instruction.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Elementary Science will increase fidelity to district resources (UBD, NASOT, IPGs, 5E model and Learning Progressions) **Strategy's Expected Result/Impact:** Increasing student achievement and growth for grades 3-5 on DEUAs, 3-5 MAP and 5th grade STAAR, through building teacher understanding and consistent use of district Science resources and increased student success **Staff Responsible for Monitoring:** Campus Science ICs, Campus Admin, all teachers on campus, Science Specialists and AD, PANDA	Moderate Progress	Moderate Progress	Considerable	Continue/ Modify

No Progress | Accomplished | Continue/Modify | Discontinue

Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources

Performance Objective 2: LSS/CTE: 100% of Perkins Federal Grant monies will be used to promote engaging experiences for students. (District Scorecard Indicator 4.2, 4.3)

Evaluation Data Sources: Budget reports per campus
TEA Grant Submission
Inventory Management

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: CTE office will communicate with campus leaders of available funds to them for the improvement of their programs and every secondary campus across the district will utilize Perkins funds equitably **Strategy's Expected Result/Impact:** Increased access to industry standard equipment and software Increased achievement in student Industry Based Certifications Increased number of students completing their pathway **Staff Responsible for Monitoring:** CTE Office **Funding Sources:** - 244 Perkins Career and Technical Education	Moderate Progress	Moderate Progress	Moderate Progress	Accomplished

No Progress Accomplished Continue/Modify Discontinue

Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources

Performance Objective 3: FINE ARTS: As a department we will refine our district curriculum to meet the needs of all stakeholders.

Evaluation Data Sources: Classroom observations, PLC participation, stakeholder feedback, increase in student participation, and teacher retention

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: We will create a format, develop and create a sustainable training framework for our curriculum, and align it to meet the needs of our students and teachers, **Strategy's Expected Result/Impact:** Teachers will have an easily accessible curriculum that is consistently implemented across our district and will fully engage our students at their level of proficiency. **Staff Responsible for Monitoring:** Fine Arts program directors				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources

Performance Objective 4: TECHNOLOGY SERVICES: As a department we will increase the visibility and perceived value of Technology Services among all stakeholders. (District Scorecard Indicator 2.2, 2.3, 3.2)

Evaluation Data Sources: Campus principal data meeting input, ConnectHub data, increase in ticketing system entries, campus survey

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to focus of campus building relationships.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Through targeted engagement, we will develop a consistent campus and district communication strategy to support department efficiency and district technology services effectiveness. **Strategy's Expected Result/Impact:** Stakeholders and end-users will have a clearer understanding and appreciation of Technology Services' strategic contributions, leading to improved perception, stronger engagement, informed decision-making, and increased trust and satisfaction in the department's support and services. **Staff Responsible for Monitoring:** Assistant Directors in Technology Services	Some Progress	Some Progress	Moderate Progress	Continue/ Modify

No Progress Accomplished Continue/Modify Discontinue

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 1: C&I PROFESSIONAL LEARNING: 100% of EC-12 teachers, administrators, and campus leaders will be provided clearly defined pathways of professional learning opportunities for ongoing learning aligned to their professional learning goals, district initiatives, and the district scorecard. (District Scorecard Indicator - 2.2)

Evaluation Data Sources: Eduphoria enrollment and attendance for each session and completion of series
Survey feedback individualized for each session
Mentor and Coaching logs via kickup
Artifacts to display application of learning, implementation support, and plans of action
Record of Implementation Support sessions

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Establishing and communicating a clear method for participants to join all sessions related to a given pathway **Strategy's Expected Result/Impact:** Teachers will enroll and complete the professional learning series aligned to their professional learning goal (TTESS). **Staff Responsible for Monitoring:** Professional Learning Department (Director, Assistant Director, Coordinators) Session Facilitators **Funding Sources:** - 255 Title II, Part A	Moderate Progress	Moderate Progress	Considerable	Accomplished

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Providing intentional time during each session for action planning and identifying next steps for applying learning within each professional learning session. **Strategy's Expected Result/Impact:** Participants set steps to implement the learning, decide on a focus and establish a time bound goal for desired student outcomes. **Staff Responsible for Monitoring:** Professional Learning Department (Director, Assistant Director, Coordinators) Session Facilitators Participants **Funding Sources:** - 255 Title II, Part A	Considerable	Considerable	Accomplished	Accomplished

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Providing implementation support following each professional learning session to provide guidance for participants as they apply the learning prior to attending the next session in the series. **Strategy's Expected Result/Impact:** Participants share planned next steps, their process for measuring success of initial desired outcome for student learning, receive feedback and make adjustments for future learning and implementation. **Staff Responsible for Monitoring:** Professional Learning Department (Director, Assistant Director, Coordinators) Session Facilitators Session Participants **Funding Sources:** - 255 Title II, Part A	 Considerable	 Considerable	 Considerable	 Continue/ Modify

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 2: LSS/CTE: 100% of new teachers to CTE will participate in additional professional development through our CTE Instructional Specialist (District Scorecard 2.2)

Evaluation Data Sources: TTESS Observations
Learning Walk Forms
Teacher retention data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: New teachers will participate in quarterly learning walks, professional development and coaching cycles with our instructional specialist. **Strategy's Expected Result/Impact:** Increased retention of District of Innovation (DOI) hires Quality instruction throughout our district **Staff Responsible for Monitoring:** Career and Technical Education Office **Funding Sources:** - 255 Title II, Part A	 Moderate Progress	 Moderate Progress	 Accomplished	

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 3: PE/HEALTH: By the end of the academic year, enhance instructional effectiveness across the department by implementing a comprehensive professional development program focused on advanced teaching strategies and effective campus PE & Health leadership support. (District Scorecard Indicator 1.1)

Evaluation Data Sources: Campus visits, walk-throughs, audits of previous professional development, teacher feedback

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue progress monitoring strategies throughout the 2025-2026 school year.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: PE/HEALTH: Implement training for teachers on purposeful planning focusing on advanced instructional strategies with support to experienced teachers, including our department leaders, for effective strategy integration and mentoring. **Strategy's Expected Result/Impact:** Increase teacher satisfaction and confidence in instructional strategies, as measured by surveys and feedback. Observable improvement in lesson transitions and instructional clarity, as assessed through observable classroom walk-through. Increase teacher confidence in appropriate instructional strategies such as direct teaching, small groups, large groups, and differentiation. **Staff Responsible for Monitoring:** PE and Health Program Coordinators; PE/Health Program Specialist **Funding Sources:** Professional Development - 289 Title IV, Part A-SSAEP	Some Progress	Some Progress	Some Progress	Continue/ Modify

No Progress | Accomplished | Continue/Modify | Discontinue

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 4: HR: Throughout the course of the school year, we will retain 90% of our teaching staff. (District Scorecard Indicator 2.3)

High Priority

Evaluation Data Sources: Teacher surveys, district data, focus group data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide support, training, and resources to administrators on methods to retain employees. **Strategy's Expected Result/Impact:** We will have 90% of our teachers return at the beginning of each school year. **Staff Responsible for Monitoring:** Executive Director for HR, Director for Recruitment and Retention, Director of HR				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Conduct in-depth stay interviews with targeted employees to understand staff experiences and improve staff retention and engagement. **Strategy's Expected Result/Impact:** Decrease the percentage of teachers who consider leaving the District. **Staff Responsible for Monitoring:** Executive Director for HR, Director for Recruitment and Retention, Director of HR				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 5: HR: Increase the fill rate for Special Education and Bilingual teacher vacancies by 5% (District Scorecard Indicator 2.1.)

High Priority

Evaluation Data Sources: District new hire data, number of applicants for critical need areas, vacancy reports, principal feedback, student teacher placements

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Identify a cohort of current paraprofessionals who are degreed and create a pathway for them to earn certification as a Special Education teacher. **Strategy's Expected Result/Impact:** Fill ten special education teacher positions by the start of the next school year with current paraprofessionals who have successfully earned their special education teacher certification. **Staff Responsible for Monitoring:** Executive Director of HR, Director of Recruitment and Retention, Director of HR, Special Education Department				

No Progress Accomplished Continue/Modify Discontinue

Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 1: LSS/GUIDANCE SERVICES: Guidance Services will utilize planning tools including Year at a Glance and Action Plans on each campus. (District Scorecard Indicator 1.4a, 1.4b, 1.4c)

Evaluation Data Sources: Approved Needs Assessments, Calendars, Time Trackers

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Support Counselors in using new time tracking in skyward - continue Employee Assistance Program Support & Campus Crisis deployment.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Delivery of Tier 1 Guidance Lessons, Implementation of Small Groups, Effective Responsive services, Providing Employee Assistance Program information, Implementation of Crisis Protocols. **Strategy's Expected Result/Impact:** Decrease in referrals, Increase in student achievement **Staff Responsible for Monitoring:** Guidance Services, Certified School Counselors, Wellness & Well-Being Counselors, Safe & Healthy Counselors **Funding Sources:** - 289 Title IV, Part A-SSAEP, - 211 Title I, Part A, - 199 General Fund	Some Progress	Some Progress	Considerable	Continue/ Modify

No Progress | Accomplished | Continue/Modify | Discontinue

Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 2: HEALTH SERVICES: We will monitor campus data to ensure our nurses follow the district procedures to address 7th-grade immunization compliance across our district.

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue monitoring and responding to district immunization rates in an effort to increase compliance and student safety.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Our department will closely monitor our delinquent immunization spreadsheet to support our nurses accordingly to address campus needs. **Strategy's Expected Result/Impact:** Delinquent immunization numbers would decrease for our 7th-grade student population. **Staff Responsible for Monitoring:** Campus Nurse and Assistant Director	Some Progress	Moderate Progress	Moderate Progress	Continue/ Modify

No Progress | Accomplished | Continue/Modify | Discontinue

Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 3: PE/HEALTH: As a PE/Health department, we will increase teacher use of the PE/Health equipment to increase students' physical activity, health and wellness, and cardiovascular endurance. (District Scorecard Indicator 1.1)

Evaluation Data Sources: Fitnessgram, google response sheets for teacher checkout systems, event management system

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Establish beginning-of-year, middle-of-year, and end-of-year progress checks within the Fitnessgram platform to measure cardiovascular endurance and physical activity. **Strategy's Expected Result/Impact:** Increase teacher use of equipment and student performance on Fitnessgram **Staff Responsible for Monitoring:** PE Coaches, Campus Teachers, PE Instructional Specialists, Program Specialist **Funding Sources:** Resources - 289 Title IV, Part A-SSAEP				

No Progress Accomplished Continue/Modify Discontinue