

# **North East Independent School District**

## **000 District Improvement Plan**

**2025-2026**



# **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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Provide aligned content curriculum resources and assessments for ESOL I and ESOL II courses; monitor and adjust implementation.<br><b>Strategy's Expected Result/Impact:</b> Increase Newcomer Emergent Bilingual performance scores by 3% in Eng I and Eng II EOC's.<br><b>Staff Responsible for Monitoring:</b> ESL Specialist; Assistant Director of ESL K-12                                                                                | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
| <b>Strategy 2:</b> Strengthen Tier I instruction for Newcomer Emergent Bilingual classrooms via a learning series focused on content and language supports for Emergent Bilingual students.<br><b>Strategy's Expected Result/Impact:</b> Increase student engagement due to implementation of content and language supports for Emergent Bilingual Newcomer classrooms.<br><b>Staff Responsible for Monitoring:</b> ESL Specialist, Assistant Director of ESL K-12 | Formative |     |     | Summative |
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**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 the percentage of PreK students who meet expectations in Phonological Awareness by 4% measured by the 25-26 End of Year CIRCLE Progress Monitoring Assessment. (District Scorecard 1.1 a)

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Pre Kindergarten CIRCLE Progress Monitoring Assessment

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Provide professional development focusing on phonological awareness including LETRS best practices with new PreKindergarten and ECSE teachers.<br><b>Strategy's Expected Result/Impact:</b> New Pre Kindergarten teachers will understand and implement phonological awareness strategies with fidelity<br><b>Staff Responsible for Monitoring:</b> EC specialist and ECSE specialist                                                   | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide professional development to PreK campus data leads focusing on PreK PLC to inform instructional decisions in phonological awareness.<br><b>Strategy's Expected Result/Impact:</b> PreK campus data leads will support campus teams with leading, collaborating, and facilitating PreK PLC, focusing on areas of growth in phonological awareness.<br><b>Staff Responsible for Monitoring:</b> EC specialist and ECSE specialist | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 3:</b> The PreK and ECSE co teach daily components now include a designated time to ensure daily instruction of HEGGERTY/Estrellita implementation.<br><b>Strategy's Expected Result/Impact:</b> PreK and ECSE co teachers will provide daily instruction of HEGGERTY/Estrellita implementation.<br><b>Staff Responsible for Monitoring:</b> EC and ECSE specialist                                                                            | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 4:</b> The Early Childhood District Team will provide comprehensive support for phonological awareness instruction through PD follow-up sessions to reinforce learning, and one-on-one coaching for teachers who choose to focus on phonological awareness.<br><b>Strategy's Expected Result/Impact:</b> Teachers intentionally plan and deliver phonological awareness experiences and lessons.<br><b>Staff Responsible for Monitoring:</b> EC and ECSE specialists                                    | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 5:</b> Provide professional development focusing on phonological awareness including Picture Story/Word Story webinar, Heggerty webinar, Estrellita, and The Foundation of Letter Instruction in both English and Spanish to all PreK and ECSE teachers.<br><b>Strategy's Expected Result/Impact:</b> Pre Kindergarten and ECSE teachers will understand and implement phonological awareness strategies consistently with fidelity.<br><b>Staff Responsible for Monitoring:</b> EC and ECSE specialist | Formative |     |     | Summative |
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**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 Extended Constructed Response (ECRs) scores (from zeros to 1+) by 3%, 3rd grade from 53% to 56%, 4th grade by 70% to 73%, and 5th by 74% to 77%. (District Score Card 1.1)

**High Priority**

**Evaluation Data Sources:** 3rd - 5th DEUAs in units 2, 3, and 4  
Teacher active participation in PDs and courses

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Professional development on language development strategies and connecting oracy to writing practices.<br><b>Strategy's Expected Result/Impact:</b> Increase student ECR writing scores<br><b>Staff Responsible for Monitoring:</b> Director, AD, Bilingual Specialist, Bilingual Coaches, Coaches, and Administrators                                                                                                            | Formative |     |     | Summative |
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**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 meet or exceed Oral Reading Rate scores on Spring MAP Reading Fluency in grade 1 from 32% to 37% and in grade 2 from 29% to 34%. (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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Through the training and implementation of the Repeated Reading Routine (echo reading, choral reading, partner reading), teachers will provide daily structured practice to support reading fluency during Tier 1 instruction in Grades K-2.<br><b>Strategy's Expected Result/Impact:</b> We expect to see an increase in oral reading fluency scores.<br><b>Staff Responsible for Monitoring:</b> Elementary ELAR Team                   | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 2:</b> Through the continued support and training on effective use of the NEISD Literacy Hub, teachers will provide targeted instruction in response to Tier 1 fluency assessment data.<br><b>Strategy's Expected Result/Impact:</b> We expect to see an increase in oral reading fluency scores.<br><b>Staff Responsible for Monitoring:</b> Elementary ELAR team<br>Special Education team                                                     | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <b>Strategy 1:</b> 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).<br><b>Strategy's Expected Result/Impact:</b> Professional learning on informational text will deepen literacy leaders and teachers' knowledge about informational texts.<br><b>Staff Responsible for Monitoring:</b> Secondary AD; Secondary ELAR Specialists | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 2:</b> Conduct classroom observations and provide feedback for grade 8 ELAR and English I teachers.<br><b>Strategy's Expected Result/Impact:</b> Through observation and providing feedback on instruction, teachers will deepen knowledge of informational texts and teach with specificity to alignment of the TEKS.<br><b>Staff Responsible for Monitoring:</b> Secondary AD; Secondary ELAR Specialists; ELAR Deans and Instructional Coaches                                                         | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 3:</b> Monitor and track growth for informational TEKS (EI.7Eii, E1.8B, EI.8G) through the grade 8 and English I DEUAs.<br><b>Strategy's Expected Result/Impact:</b> Data from the DEUAs will show growth in meets and masters over time.<br><b>Staff Responsible for Monitoring:</b> Secondary AD; Secondary ELAR Specialists, ELAR Deans and Instructional Coaches                                                                                                                                      | Formative |     |     | Summative |
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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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Provide professional learning for Reading Acceleration and Academic Literacy teachers in the complexities of teaching reading (e.g., fluency, word study, vocabulary, and comprehension).<br><b>Strategy's Expected Result/Impact:</b> Increase the reading performance of students who scored Did Not Meet on their 2024 STAAR on the 2025 STAAR RLA.<br><b>Staff Responsible for Monitoring:</b> Secondary ELAR Assistant Director, Secondary ELAR Instructional Specialists.                                                                                         | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 2:</b> Conduct classroom observations and provide feedback in Reading Acceleration and Academic Literacy classrooms.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Secondary ELAR Assistant Director, Secondary ELAR Instructional Specialists with support from literacy leaders (ELAR instructional coaches and deans as guided) | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 3:</b> Monitor and track growth through the intervention courses (e.g., Academic Literacy and Reading Acceleration) through DEAU's through monitoring groups.<br><b>Strategy's Expected Result/Impact:</b> Data from the progress monitoring tools will show growth over time.<br><b>Staff Responsible for Monitoring:</b> Secondary AD, Secondary ELAR Specialists, and other personnel as needed: ESL, Special Education, and Dyslexia Personnel.                                                                                                                            | Formative |     |     | Summative |
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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 Meets level performance on 5th grade STAAR by 5%.  
(District Scorecard 1.1)

**Evaluation Data Sources:** Meets level performance on STAAR.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Regularly analyze student data to monitor progress.<br><b>Strategy's Expected Result/Impact:</b> We will see an increase in Meets level performance throughout the year, and an increase in Meets level performance on STAAR by 5%.<br><b>Staff Responsible for Monitoring:</b> Elementary Math Assistant Director and Specialists                                                                                                | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Support campuses to address areas of low student growth in Meets level performance.<br><b>Strategy's Expected Result/Impact:</b> We will see an increase in Meets level performance throughout the year, and an increase in Meets level performance on STAAR by 5%.<br><b>Staff Responsible for Monitoring:</b> Elementary Math Assistant Director and Specialists                                                                | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Increase the number of Gen Ed and SpEd teachers and coteachers representing all 21 secondary campuses attending district provided professional learning opportunities.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Assistant Director of Secondary Math                                                                                                   | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
| <b>Strategy 2:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Assistant Director of Secondary Math | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Professional Learning provided during the school year will focus on discussing, modeling, and practicing strategies to support learners in the classroom.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Assistant Director of Secondary Math             | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 2:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Teachers will continue the learning process about impactful tier 1 instructional strategies and student scores will increase.<br><b>Staff Responsible for Monitoring:</b> Assistant Director of Secondary Math | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 3:</b> The Secondary Math team will analyze data from DEUAs to determine areas for continued and improved support.<br><b>Strategy's Expected Result/Impact:</b> Student scores on DEUAs and MAP growth will increase as the year progresses.<br><b>Staff Responsible for Monitoring:</b> Assistant Director of Secondary Math                                                                                                                                                           | Formative |     |     | Summative |
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**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 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.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Create a checklist that helps communicate expectations for how science instruction should be delivered through the 5E Model.<br><b>Strategy's Expected Result/Impact:</b> Increase awareness of what high quality science instruction among campus and district leadership.<br><b>Staff Responsible for Monitoring:</b> Science Assistant Director and Science Specialists.                                                           | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
| <b>Strategy 2:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Increase awareness of what high quality science instruction among elementary teachers<br><b>Staff Responsible for Monitoring:</b> Science Assistant Director and Science Specialists.                    | Formative |     |     | Summative |
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**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.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Provide professional learning opportunities for teachers that support their understanding of Social Studies instruction.<br><b>Strategy's Expected Result/Impact:</b> More effective instruction that will lead to better results on DEUAs.<br><b>Staff Responsible for Monitoring:</b> Assistant Director, Teachers                                                                                                              | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
| <b>Strategy 2:</b> Follow up with teachers who have completed professional learning to gauge implementation success<br><b>Strategy's Expected Result/Impact:</b> 50% of teachers that complete a professional learning session attempt to implement the strategy or resource with in their classroom.<br><b>Staff Responsible for Monitoring:</b> Assistant Director, Teachers                                                                       | Formative |     |     | Summative |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> |           |     |     |           |

**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.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Access and analyze data to set campus goals, monitor progress and plan with individual students to support post secondary readiness.<br><b>Strategy's Expected Result/Impact:</b> Increase in CCMR attainment district-wide<br><b>Staff Responsible for Monitoring:</b> Guidance Services , CCR Coordinator, Certified School Counselors, CCMR Specialists<br><br><b>Funding Sources:</b> Family Engagement Specialists - 211 Title I, Part A                                                                                                                                                                                                      | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide school day testing opportunities to include TSIA, PSAT, SAT, ACT and ASVAB.<br><b>Strategy's Expected Result/Impact:</b> 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%.<br><b>Staff Responsible for Monitoring:</b> Advanced Academics Coordinator, College and Career Readiness Coordinator, CCMR Specialists, Director for Guidance Services, Certified School Counselors<br><br><b>Funding Sources:</b> TSIA Exams - 199 CCMR - TSI Units, PSAT Exams - 199 CCMR - PSAT Exams, SAT School Day Exams - 199 CCMR | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
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| <b>Strategy 3:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Increase percentage of program of study completers (5%) and attainment of IBCs (15%) by completers district-wide.<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education Office<br><br><b>Funding Sources:</b> - 244 Perkins Career and Technical Education                                                                                                                                                                                                                                                                                   | Formative |     |     | Summative |
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| Strategy 4 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <b>Strategy 4:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Director of Guidance Services, Certified School Counselors, CCMR Specialists<br><br><b>Funding Sources:</b> CCMR Specialist - 199 CCMR, CTE - 199 State Career & Technical | Formative |     |     | Summative |
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| Strategy 5 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <b>Strategy 5:</b> Increase Advancement Via Individual Determination (AVID) class participation by 3% in order to connect high school to college and career.<br><b>Strategy's Expected Result/Impact:</b> Increase in STAAR results and CCMR attainment district wide<br><b>Staff Responsible for Monitoring:</b> AVID District Director                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Formative |     |     | Summative |
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| Strategy 6 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Reviews   |     |     |           |
| <b>Strategy 6:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education Office<br><br><b>Funding Sources:</b> - 244 Perkins Career and Technical Education                                                                                                                                                                                            | Formative |     |     | Summative |
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| Strategy 7 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
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| <b>Strategy 7:</b> Career and Technical Education (CTE) curriculum documents will align to instructional priorities and student certification attainment.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education- Instructional Specialist<br><br><b>Funding Sources:</b> - 255 Title II, Part A | Formative |     |     | Summative |
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| Strategy 8 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 8:</b> 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)<br><b>Strategy's Expected Result/Impact:</b> Increase in passing rate on Reading Language Arts STAAR district-wide.<br><b>Staff Responsible for Monitoring:</b> Library Services, principals, assistant principals, curriculum & instruction reading specialists.                                                                                                                                                    | Formative |     |     | Summative |
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| Strategy 9 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 9:</b> Establish campus-based CCMR teams that include counselors, teachers, and administrators. These teams should meet monthly to review student data, identify students at risk of not meeting CCMR criteria, and develop targeted intervention plans. Encourage collaboration with local colleges and military recruiters to provide students with information and opportunities.                                                                                                                                                                                                                            | Formative |     |     | Summative |
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| Strategy 10 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 10:</b> Increase access to Advanced Placement (AP), dual credit, and career and technical education (CTE) courses by identifying and addressing barriers to enrollment. Conduct surveys to understand student and parent perceptions and work with teachers to develop strategies to encourage participation. Aim to increase enrollment in these courses from the current baseline by 10%.                                                                                                                                                                                                                     | Formative |     |     | Summative |
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| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                                                                 |           |     |     |           |

**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)

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Decrease retention rate for all 9th grade students and improve student performance from year to year.<br><b>Staff Responsible for Monitoring:</b> AVID District Director and AVID Teachers<br><br><b>Results Driven Accountability</b><br><b>Funding Sources:</b> Local funding - 199 SCE Accelerated Education | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 2:</b> Connect students to Career and Technical Student Organizations (CTSO) in middle school and high school, incentivizing passing grades and earning credit for all courses<br><b>Strategy's Expected Result/Impact:</b> Decreased 9th grade retention rate due to increased passing grades for eligibility<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education Office<br><br><b>Funding Sources:</b> - 244 Perkins Career and Technical Education                                                                                     | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 3:</b> Offer a credit recovery program specifically for 9th-grade students who have lost credits due to attendance. This program should include flexible scheduling options, such as after-school or weekend classes, and online modules to accommodate different student needs and schedules.                                                                                                                                                                                                                                                                   | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
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| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Reduce the gap between at-risk and non-at-risk student academic performance.<br>Reduce the gap in graduation rates between at-risk and non-at-risk students.<br>Reduce the gap between economically disadvantaged and non-economically student academic performance.<br>Reduce the gap in graduation rates economically disadvantaged and non-economically students.<br><b>Staff Responsible for Monitoring:</b> 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.<br><br><b>Funding Sources:</b> - 199 SCE Accelerated Education | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
| <b>Strategy 2:</b> Support at-risk students in earning course credit through Achieve Credit Recovery programs so they graduate with their cohort..<br><b>Strategy's Expected Result/Impact:</b> Increase graduation rate.<br>Decrease the student dropouts.<br><b>Staff Responsible for Monitoring:</b> 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.<br><br><b>Funding Sources:</b> - 199 SCE Accelerated Education                                                                                                                                                                                                                                                                                                                                                                                                                                     | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 3:</b> Connect more students to CTE in middle and high school and set on a path for the completion of a pathway.<br><b>Strategy's Expected Result/Impact:</b> Increased graduation rate (On average, CTE connected students have a 10% higher graduation rate than non-CTE peers)<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education Office                                                                     | Formative |     |     | Summative |
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**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.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Literacy development through active recall, practice reading fluency, CLOZE writing, summarization, repeated reading, underlining and highlighting strategies.<br><b>Strategy's Expected Result/Impact:</b> Literacy development as will be noted via teacher observations (students writing, speaking, reading) and CFA data based specifically on literacy.<br><b>Staff Responsible for Monitoring:</b> Teachers and specialists        | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 2:</b> Critical thinking development through data (graphic, infographic, and text) analysis, claim-evidence-reasoning, problem assessment and solution development via case studies.<br><b>Strategy's Expected Result/Impact:</b> Critical thinking development noted via teacher observations and CFA data highlighting science and engineering practices standards.<br><b>Staff Responsible for Monitoring:</b> Teachers and specialists       | Formative |     |     | Summative |
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**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 5%. (District Scorecard 1.1.a, 1.1b, 1.1.c).

**Evaluation Data Sources:** Progress monitoring DEUA data within teams with immediate response  
Unit data tracking (including CFAs)  
Released STAAR or Interim  
STAAR

| Strategy 1 Details                                                                                                                                                                                                                                                                                 | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Build curriculum to inform lesson progressions and DEUAs to assess progressions<br><b>Strategy's Expected Result/Impact:</b> An increase in meets and masters performance on STAAR Grade 8 Social Studies.<br><b>Staff Responsible for Monitoring:</b> Secondary Social Studies | Formative |     |     | Summative |
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**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 10%. (District Scorecard 1.1.a, 1.1.c)

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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Teachers will receive professional development opportunities on refining instruction to support students' daily communication via structured scenarios.<br><br><b>Strategy's Expected Result/Impact:</b> Increase in students' ability to express themselves independently in the target language appropriate to their grade level.<br><br><b>Staff Responsible for Monitoring:</b> Asst Dir of World Languages<br>World Language Dept Heads at each high school<br>Curriculum APs at each high school<br>Middle School Academic Deans | Formative |     |     | Summative |
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**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 18: PANDA:** Increase the number of campuses that utilize the digital data walls (DDW) consistently to monitor student progress in meeting their goals from 27% to 40% by February 2025

**Evaluation Data Sources:** Quarterly progress monitoring  
Digital Data Wall check-in  
Google feedback form

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Progress monitoring the usage of the DDW's in the generic data folder and reach out if they need further support; monitor who is updating by role or individual and when.<br><b>Strategy's Expected Result/Impact:</b> additional usage<br><b>Staff Responsible for Monitoring:</b> PandA specialists (JT & EC)                                                                                                                          | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 2:</b> Send out a digital data wall check-in every three months to monitor usage, support, self reported updates, common support requests or gaps, frequency of data reflection<br><b>Strategy's Expected Result/Impact:</b> remind campus of its purpose & bring to top of mind.<br><b>Staff Responsible for Monitoring:</b> JT & BM                                                                                                           | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                          | Reviews   |     |     |           |
| <b>Strategy 3:</b> Campus Leadership Teams will complete a Google Feedback Form to share celebrations, challenges, support needs, and next steps related to the use of digital data walls at the end of the year.<br><b>Strategy's Expected Result/Impact:</b> The feedback form will provide anecdotal evidence of usage and needs.<br><b>Staff Responsible for Monitoring:</b> PandA Specialist: DM                                                       | Formative |     |     | Summative |
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| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |

**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 19: ELEMENTARY MATH:** Align math instruction with effective teaching practices in math, according to NCTM.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Provide professional learning to all staff who provide math instruction.<br><b>Strategy's Expected Result/Impact:</b> All staff will be trained on effective math teaching practices.<br><b>Staff Responsible for Monitoring:</b> Elementary Math Assistant Director and Specialists                                                                                                                                             | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Support campuses to address best math teaching practices.<br><b>Strategy's Expected Result/Impact:</b> Schools will utilize support that is offered.<br><b>Staff Responsible for Monitoring:</b> Elementary Math Assistant Director and Specialists                                                                                                                                                                              | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 3:</b> Support campuses to address best math teaching practices, as requested.<br><b>Strategy's Expected Result/Impact:</b> Math Team will provide support to 100% of requests.<br><b>Staff Responsible for Monitoring:</b> Elementary Math Assistant Director and Specialists                                                                                                                                                          | Formative |     |     | Summative |
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| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> |           |     |     |           |

**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 20:** ELEMENTARY BILINGUAL/ESL - At every elementary campus, at least 46% of Emergent Bilingual students will increase their composite score by one proficiency level in TELPAS. (District Score Card 1.1)

**Evaluation Data Sources:** TELPAS strategic meetings with school leadership  
Dual campuses - ELD and (Seesaw) usage and attendance in TELPAS data and instructional strategies PDs.  
ESL campuses - (Seesaw) usage and attendance in TELPAS data and instructional strategies PDs.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Professional development to enhance educator effectiveness in supporting Emergent Bilinguals through targeted use of TELPAS data and instructional strategies.<br><b>Strategy's Expected Result/Impact:</b> Increase TELPAS scores<br><b>Staff Responsible for Monitoring:</b> Director, AD, Bilingual Specialist, Bilingual Coaches, Coaches, and Administrators                                                                 | Formative |     |     | Summative |
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**Goal 2:** NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

**Performance Objective 1:** BILINGUAL/ESL: Design a more effective process for conducting LPACS and managing students' files in a timely manner (District Scorecard Indicator 1.2).

**Evaluation Data Sources:** 100% participation  
% of campuses that completed LPACS on time

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Bilingual/ESL: Collaborating with MIS to streamline the documentation process for LPACs<br><b>Strategy's Expected Result/Impact:</b> Campuses will complete deadlines in a timely manner.<br><b>Staff Responsible for Monitoring:</b> Senior Director, Assistant Director, Bilingual/ESL Program Services Specialist                                                                                                              | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
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| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Achieve 100% compliance among secondary teachers providing GT services to meet the needs of gifted learners.<br><b>Staff Responsible for Monitoring:</b> Assistant Director GT, GT Instructional Specialist, Campus Leadership | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
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| <b>Strategy 1:</b> 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.<br><br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> NEISD RSI team                                                                                                                                                     | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Reviews   |     |     |           |
| <b>Strategy 2:</b> 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.<br><br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> NEISD RSI Team | Formative |     |     | Summative |
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**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   |     |     |           |
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| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> All level 1 CTE courses will have Common Formative Assessments created and assessed for each unit<br>All level 2 CTE courses will have Unit Plans aligned to District YAGs<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education Office<br><br><b>Funding Sources:</b> - 244 Perkins Career and Technical Education, - 255 Title II, Part A | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Reviews   |     |     |           |
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| <b>Strategy 1:</b> All counselors will attend monthly professional learning to support and provide responsive services and individual planning counseling skills.<br><br><b>Strategy's Expected Result/Impact:</b> 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.<br><br><b>Staff Responsible for Monitoring:</b> Director of Guidance, Guidance Services Assistant Director | Formative |     |     | Summative |
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**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   |     |     |           |
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| <b>Strategy 1:</b> Develop partnerships with campus staff to provide additional wrap-around services such as child care and case management.<br><b>Strategy's Expected Result/Impact:</b> Students' primary needs are met, and school attendance will increase.<br><b>Staff Responsible for Monitoring:</b> PRS instructors, Assistant Director At-Risk, Director of Federal Programs<br><br><b>Funding Sources:</b> - 199 SCE Accelerated Education | Formative |     |     | Summative |
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**Goal 2:** NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

**Performance Objective 7:** MTSS: By May 2026, 100% of campuses will implement their MTSS Collaborative Teams--including Guiding Coalitions, Teacher Teams, and Campus Intervention Teams--with fidelity, consistently utilizing a problem-solving process to make data-driven decisions and effectively progress monitor all students receiving targeted support. (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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
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| <b>Strategy 1:</b> MTSS Team will schedule and conduct MTSS professional learning opportunities for teachers, administrators, district staff and MTSS Campus Coordinators to build MTSS processes and structures. .<br><b>Strategy's Expected Result/Impact:</b> Increased consistency and fidelity of MTSS implementation, evidenced by improved staff knowledge and skills (pre/post learning surveys), greater alignment of MTSS structures across campuses, and measurable gains in student progress monitoring and intervention effectiveness.<br><b>Staff Responsible for Monitoring:</b> NEISD MTSS Team                                                              | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Reviews   |     |     |           |
| <b>Strategy 2:</b> MTSS Team will support campuses and teams through coaching.<br><b>Strategy's Expected Result/Impact:</b> By providing ongoing coaching, MTSS Specialists will build the capacity of campus staff and teams to effectively implement multi-tiered systems of support. This will lead to stronger collaboration, more consistent use of evidence-based practices, and improved identification and support of student needs. As a result, students will benefit from earlier interventions, increased access to academic and behavioral supports, and higher levels of success in the classroom.<br><b>Staff Responsible for Monitoring:</b> NEISD MTSS Team | Formative |     |     | Summative |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>                                                                                                                                                                                                                 |           |     |     |           |

**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;

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  | Reviews   |     |     |                                              |
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| <b>Strategy 1:</b> 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.<br><br><b>Strategy's Expected Result/Impact:</b> 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.<br><br><b>Staff Responsible for Monitoring:</b> Executive Director, PPS |  | Formative |     |     | Summative                                    |
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| <div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div>➔</div> Continue/Modify</div> <div><div>✖</div> Discontinue</div>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |           |     |     |                                              |

**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
- Summative Evaluation:** No progress made toward meeting Objective
- Next Year's Recommendation:** Modify strategy to target the use of the drafted process in order to achieve the desired reduction.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  | Reviews                                 |                                         |                                         |                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------|-----------------------------------------|-----------------------------------------|-------------------------------------------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Decrease in out-of-school suspension across our district<br><b>Staff Responsible for Monitoring:</b> Director for Special Education and Pupil Personnel<br><br><b>Results Driven Accountability</b> |  | Formative                               |                                         |                                         | Summative                                 |
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| <div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>                                                                                                                                                                                                                                                                                                                           |  |                                         |                                         |                                         |                                           |

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

**Performance Objective 10: 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   |     |     |           |
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| <b>Strategy 1:</b> Bilingual/ESL: Provide help sessions to assist campus Point of Contact (POC)s with questions regarding the identification and placement of Emergent Bilingual students.<br><b>Strategy's Expected Result/Impact:</b> POC's will have the opportunity to process and ask questions regarding the identification and placement of EBs.<br><b>Staff Responsible for Monitoring:</b> Senior Director and Assistant Director | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                         | Reviews   |     |     |           |
| <b>Strategy 2:</b> Bilingual/ESL: Provide calendar reminders and emails and keep campus principals informed of upcoming deadlines related to EB compliance.<br><b>Strategy's Expected Result/Impact:</b> Campuses will complete deadlines in a timely manner.<br><b>Staff Responsible for Monitoring:</b> Senior Director and Assistant Director                                                                                           | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Continue to secure local, state, national and international post-secondary partners for the annual NEISD College and Career Expo<br><br><b>Strategy's Expected Result/Impact:</b> Students and families will connect NEISD programs with post-secondary opportunities<br><b>Staff Responsible for Monitoring:</b> Guidance Services<br>Career and Technical Education Department<br><br><b>Funding Sources:</b> - 199 State Career & Technical, - 199 CCMR | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Nov       | Jan | Mar | June      |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>                          |           |     |     |           |

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   |     |     |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Collaborate with Family Engagement to identify community needs and provide responsive programming.<br><b>Strategy's Expected Result/Impact:</b> Families will have additional information to support students<br><b>Staff Responsible for Monitoring:</b> Guidance Services, Wellness and Well-Being Counselors, Family Engagement, Family Specialists and Liaisons.                                                              | Formative |     |     | Summative |
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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.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Reviews   |     |     |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><b>Strategy's Expected Result/Impact:</b> Increase in magnet applications from Title 1 students and CCMR indicators.<br><b>Staff Responsible for Monitoring:</b> Assistant Director of At-Risk, Assistant Director of Family Engagement/Migrant, Director of Federal Programs, Director of Library Services<br><br><b>Funding Sources:</b> Title 1 - 211 Title I, Part A | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Nov       | Jan | Mar | June      |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>                                                                                                                   |           |     |     |           |

**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   |     |     |           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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<br><br><b>Strategy's Expected Result/Impact:</b> Families will choose an educational pathway aligned to their future goals<br>Community and business leaders will continue to be provided an excellent work-force<br><b>Staff Responsible for Monitoring:</b> CTE Office<br><br><b>Funding Sources:</b> - 199 State Career & Technical, - 244 Perkins Career and Technical Education | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Nov       | Jan | Mar | June      |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Reviews   |     |     |           |
| <b>Strategy 2:</b> Foster partnerships with local community organizations and businesses to create mentorship programs for 9th-grade students. These programs should connect students with mentors who can provide guidance, support, and encouragement to stay on track academically and socially. Mentors can also help students understand the importance of attendance and its impact on graduation.                                                                                                                                                                                                                          | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> Counselors will work with academic teachers to schedule and provide classroom guidance lessons a minimum of 4 times per year.<br><b>Strategy's Expected Result/Impact:</b> Decrease in office referrals, increase in positive student behavior, increase in attendance rate<br><b>Staff Responsible for Monitoring:</b> Guidance Services and Certified School Counselors                                                         | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Nov       | Jan | Mar | June      |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div> |           |     |     |           |

**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> 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.<br><br><b>Strategy's Expected Result/Impact:</b> Student mentees will grow in the areas of effective communication, conflict resolution, and relationship skills<br><b>Staff Responsible for Monitoring:</b> PALS teachers, Campus Administrators, Director of At-Risk & Student Well-Being | Formative |     |     | Summative |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Nov       | Jan | Mar | June      |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>                                |           |     |     |           |

**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Elementary Science will increase fidelity to district resources (UBD, NASOT, IPGs, 5E model and Learning Progressions)<br><b>Strategy's Expected Result/Impact:</b> 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<br><b>Staff Responsible for Monitoring:</b> Campus Science ICs, Campus Admin, all teachers on campus, Science Specialists and AD, PANDA | Formative |     |     | Summative |
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| <div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>                                                                                                 |           |     |     |           |

**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   |     |     |           |
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| <b>Strategy 1:</b> 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<br><br><b>Strategy's Expected Result/Impact:</b> Increased access to industry standard equipment and software<br>Increased achievement in student Industry Based Certifications<br>Increased number of students completing their pathway<br><b>Staff Responsible for Monitoring:</b> CTE Office<br><br><b>Funding Sources:</b> - 244 Perkins Career and Technical Education | Formative |     |     | Summative |
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**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   |     |     |           |
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| <b>Strategy 1:</b> 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,<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Fine Arts program directors | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Through targeted engagement, we will develop a consistent campus and district communication strategy to support department efficiency and district technology services effectiveness.<br><br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Assistant Directors in Technology Services | Formative |     |     | Summative |
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**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:** By May 2026, the Professional Learning Department will design, implement, and utilize a districtwide measurement system to monitor campus implementation of professional learning with a focus on depth and consistency. At least 80% of campuses will submit implementation evidence through the system each quarter, and the department will provide feedback to every campus. (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  
 PLC google form

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Strategy 1: Design a system of data collection and artifacts to measure implementation of professional learning.<br><b>Strategy's Expected Result/Impact:</b> Participants complete artifacts and data collection methods created by the professional learning department to align to the desired professional learning outcomes. The resulting evidence equips the Professional Learning Department to provide targeted support, producing greater consistency and depth in implementation across campuses.<br><b>Staff Responsible for Monitoring:</b> Professional Learning Department (Director, Assistant Director, Coordinators)<br><br><b>Funding Sources:</b> - 255 Title II, Part A | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
| <b>Strategy 2:</b> Provide intentional time during each session for action planning and identifying next steps for applying learning within each professional learning session.<br><b>Strategy's Expected Result/Impact:</b> Participants set steps to implement the learning, decide on a focus area to increase depth of implementation, and establish a time-bound goal for desired student outcomes<br><b>Staff Responsible for Monitoring:</b> Professional Learning Department (Director, Assistant Director, Coordinators)<br><br><b>Funding Sources:</b> - 255 Title II, Part A                                                                                                                         | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Reviews   |     |     |           |
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| <b>Strategy 3:</b> Utilize data to guide implementation support following each professional learning session with greater intentionality.<br><br><b>Strategy's Expected Result/Impact:</b> Presenters and participants use data aligned to professional learning to identify strengths, challenges, and next steps, leading to more targeted and effective support that deepens implementation, improves instructional practice, and student outcomes.<br><b>Staff Responsible for Monitoring:</b> Professional Learning Department (Director, Assistant Director, Coordinators)<br><br><b>Funding Sources:</b> - 255 Title II, Part A | Formative |     |     | Summative |
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**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   |     |     |           |
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| <b>Strategy 1:</b> New teachers will participate in quarterly learning walks, professional development and coaching cycles with our instructional specialist.<br><br><b>Strategy's Expected Result/Impact:</b> Increased retention of District of Innovation (DOI) hires<br>Quality instruction throughout our district<br><b>Staff Responsible for Monitoring:</b> Career and Technical Education Office<br><br><b>Funding Sources:</b> - 255 Title II, Part A | Formative |     |     | Summative |
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**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 3:** 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   |     |     |           |
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| <b>Strategy 1:</b> Provide support, training, and resources to administrators on methods to retain employees.<br><b>Strategy's Expected Result/Impact:</b> We will have 90% of our teachers return at the beginning of each school year.<br><b>Staff Responsible for Monitoring:</b> Executive Director for HR, Director for Recruitment and Retention, Director of HR                                    | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
| <b>Strategy 2:</b> Conduct in-depth stay interviews with targeted employees to understand staff experiences and improve staff retention and engagement.<br><b>Strategy's Expected Result/Impact:</b> Decrease the percentage of teachers who consider leaving the District.<br><b>Staff Responsible for Monitoring:</b> Executive Director for HR, Director for Recruitment and Retention, Director of HR | Formative |     |     | Summative |
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**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 4:** 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   |     |     |           |
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| <b>Strategy 1:</b> Identify a cohort of current paraprofessionals who are degreed and create a pathway for them to earn certification as a Special Education teacher.<br><b>Strategy's Expected Result/Impact:</b> 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.<br><b>Staff Responsible for Monitoring:</b> Executive Director of HR, Director of Recruitment and Retention, Director of HR, Special Education Department | Formative |     |     | Summative |
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**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 5:** Increase the percentage of Pre-Kindergarten students achieving on track/monitor performance on the CIRCLE progress monitoring assessment from 70.87% to XX%.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
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| Strategy 1: Offer ongoing, job embedded professional development for Pre-Kindergarten teachers focused on effective early childhood instructional strategies and assessment techniques. Teachers will implement at least one new strategy learned to address specific learning gaps.                                                      | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                        | Reviews   |     |     |           |
| Strategy 2: Develop and implement a system of common formative assessments across all campuses to regularly monitor Pre-Kindergarten student progress. This system should include a variety of assessment methods such as observational checklists, student portfolios, and interactive activities to cater to different learning styles. | Formative |     |     | Summative |
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**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 6:** Develop a district-wide fine arts curriculum that ensures consistency and quality across all programs by the end of the year.

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                   | Reviews   |     |     |           |
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| Strategy 1: Conduct a needs assessment survey among fine arts teachers to identify specific curriculum gaps and areas of strength. Use the results to inform the curriculum development process.                                                                                                                                                                                                                                                     | Formative |     |     | Summative |
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**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 7:** Increase student enrollment in fine arts programs by XX% by the end of the year, as measured by enrollment data.

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

**Performance Objective 9: PE & HEALTH:** By the end of the year, increase collaboration among K-12 Health and PE teachers to enhance instructional practices, as measured by participation in collaborative activities and teacher feedback.

**Evaluation Data Sources:** Teacher feedback immediately after professional learning and throughout the year; Coordinator campus "Look For" visits; professional learning sign-in sheets

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Establish regular collaborative planning sessions where Health and PE teachers can share instructional strategies, discuss challenges, and develop joint lesson plans.<br><b>Strategy's Expected Result/Impact:</b> The anticipated outcomes of this initiative include increased teacher participation collaboration leading to the implementation of improved instructional strategies.<br><b>Staff Responsible for Monitoring:</b> PE Coordinator, Health Coordinator, Program Specialist | Formative |     |     | Summative |
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**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

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Delivery of Tier 1 Guidance Lessons, Implementation of Small Groups, Effective Responsive services, Providing Employee Assistance Program information, Implementation of Crisis Protocols.<br><b>Strategy's Expected Result/Impact:</b> Decrease in referrals, Increase in student achievement<br><b>Staff Responsible for Monitoring:</b> Guidance Services, Certified School Counselors, Wellness & Well-Being Counselors, Safe & Healthy Counselors<br><br><b>Funding Sources:</b> - 289 Title IV, Part A-SSAEP, - 211 Title I, Part A, - 199 General Fund | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
| <b>Strategy 2:</b> Foster partnerships with community organizations to provide additional resources and support for 9th-grade students and their families. These partnerships could include access to counseling services, transportation assistance, and workshops on time management and study skills.<br><b>Strategy's Expected Result/Impact:</b> Decrease in referrals, Increase in student achievement<br><b>Staff Responsible for Monitoring:</b> Guidance Services, Certified School Counselors, Wellness & Well-Being Counselors, Safe & Healthy Counselors             | Formative |     |     | Summative |
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| Strategy 3 Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Reviews   |     |     |           |
| <b>Strategy 3:</b> Foster partnerships with community organizations to provide mentorship programs for 9th-grade students. These programs should connect students with mentors who can offer guidance, support, and encouragement to stay on track with their studies and attendance.                                                                                                                                                                                                                                                                                            | Formative |     |     | Summative |
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| <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>                                                                                                                      |           |     |     |           |

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

**Performance Objective 2:** 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   |     |     |           |
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| <b>Strategy 1:</b> Establish beginning-of-year, middle-of-year, and end-of-year progress checks within the Fitnessgram platform to measure cardiovascular endurance and physical activity.<br><b>Strategy's Expected Result/Impact:</b> Increase teacher use of equipment and student performance on Fitnessgram<br><b>Staff Responsible for Monitoring:</b> PE Coaches, Campus Teachers, PE Instructional Specialists, Program Specialist<br><br><b>Funding Sources:</b> Resources - 289 Title IV, Part A-SSAEP | Formative |     |     | Summative |
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**Goal 8:** NEISD will foster a culture of health and wellness among our students, staff, and community.

**Performance Objective 3: HEALTH SERVICES:** We will monitor campus data to ensure our nurses follow the district procedures to address 7th-grade immunization compliance across our district.

**Evaluation Data Sources:** Immunization compliance reports

| Strategy 1 Details                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
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| <b>Strategy 1:</b> Our department will closely monitor our delinquent immunization spreadsheet to support our nurses accordingly to address campus needs.<br><b>Strategy's Expected Result/Impact:</b> Delinquent immunization numbers would decrease for our 7th-grade student population.<br><b>Staff Responsible for Monitoring:</b> Campus nurses and Assistant Director of Health Services     | Formative |     |     | Summative |
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| Strategy 2 Details                                                                                                                                                                                                                                                                                                                                                                                  | Reviews   |     |     |           |
| <b>Strategy 2:</b> Our department will communicate a uniform process for responding to delinquent immunizations in the 7th-grade student population.<br><b>Strategy's Expected Result/Impact:</b> Greater understanding of the delinquent immunization process and roadblocks to achieving compliance.<br><b>Staff Responsible for Monitoring:</b> Campus nurses and Health Services administration | Formative |     |     | Summative |
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