

NORTH EAST INDEPENDENT SCHOOL DISTRICT

DISTRICT COMPREHENSIVE NEEDS ASSESSMENT 2017 – 2018 and DISTRICT INSTRUCTIONAL IMPROVEMENT PLAN 2017 – 2018



Mission Statement

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

Board Goals (BG)

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.
2. NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.
3. NEISD campuses will serve as centers for community involvement.
4. NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.
5. NEISD will emphasize character development and civic responsibility.
6. NEISD will continue to use best practices in its efficient and effective management of District resources.
7. NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.
8. NEISD will foster a culture of health and wellness among our students, staff, and community.

Transformation Goal

Participate in the district transformation process by ensuring the continued development of all the specific results implemented and evaluated throughout the previous three years of implementation.

Ongoing monitoring of District Instructional Improvement Plan will be completed by all responsible persons a minimum of one time per semester to determine if strategies are resulting in intended improvement of student performance.

District Instructional Improvement Plan
School Year 2017 – 2018

Section	Board Goals	Target Areas	Performance Objectives / Strategies	Measureable Evaluation Criteria	Timeline	Responsible Person(s)	Cost / Resources Per Year
Human Resources (HR)							
19-1	7	Human Resources	Recruit and retain exemplary employees through: <ul style="list-style-type: none"> • conducting Job Fairs (17 teacher job fairs and 4 classified job fairs) • requiring background and criminal history check • ensuring that highly effective employees are hired • arranging with colleges to have 200+ student teachers in place for the 2017-2018 school year • offering recurring training for employees • continuing recognition programs (Trinity Prize, Teacher of the Year, Service Awards, and Retirement Reception) • soliciting feedback and evaluating training to ensure effectiveness and relevance 	100% of all professional and classified positions will be filled with highly qualified personnel by August 15, 2017 100% criminal background checks on candidates and employees	June 2017 – July 2018	Executive Director for Human Resources	Local funds (\$46,300)
19-2	7	Human Resources	Use efficient and effective management of District resources to maintain class sizes of 22:1 for grades K-4 using the following strategies: <ul style="list-style-type: none"> • develop appropriate staffing ratios based on instructional campus needs • meet on a continuous basis to monitor and review class sizes and shift resources whenever possible using staffing discretionary funds • submit a class-size waiver to the Texas Education Agency (TEA) for identified classes over the recommended 22:1 ratio for grades K-4 	100% of classes with more than 22:1 will submit a class-size waiver to the TEA	June 2017 – July 2018	Staffing Committee, Human Resources Department, Performance and Planning Department	Staffing Discretionary Funds