



STRATEGIC PLAN 2003-2008

District Improvement Plan Highlights of Year Four Activities (School Year 2006-2007)

I. CURRICULUM AND INSTRUCTION

PRIORITY: *Increase student achievement and academic success by strengthening educational programs and opportunities for all students, teachers, and staff.*

	GRADES	INCREASE STUDENT PASSING % TO:	2006 SPRING TAKS	2007 SPRING TAKS	2006-2007 TAKS Difference	EXCEEDED/ MET/ DID NOT MEET GOAL
English/LA	10 and 11	93%	92.8%	93.3%	+5%	+3%
Reading	3 through 9	93%	91.0%	90.1%	-0.3%	-2.9%
Writing	4 and 7	95%	94.0%	94.0%	0	-1%
Math	3 through 11	82%	79.4%	81.2%	+1.8%	-0.8%
Science	5, 10, and 11	82%	79.0%	80.0%	+1%	-2%
Social Studies	8, 10, and 11	92%	91.0%	94.0%	+3%	+2%

Elementary and Secondary Instruction

- Refined the district core curriculum to include the elements of a concept-based curriculum.
- Provided professional development in core content areas.
- Continued AVID expansion to include middle schools.
- Visited targeted campuses to discuss methods for improving student achievement.
- Developed Leader College to foster professional skills needed to coach/mentor fellow teachers.
- Initiated book study for all professional staff at every campus.
- Completed Cadre staff development on Differentiated Instruction for Year 1.
- Began to identify needs for 2007-2008 with a focus on meeting the needs of the economically disadvantaged.

Bilingual/ESL

- Planned and assisted targeted middle school campuses with implementing best practices for instructing ELL students.
- Provided targeted middle schools with LEP data for review and assistance in meeting the PBMAS indicator.
- Developed LEP Improvement Plan for Middle and High School students in collaboration with the Math, Reading, and ELA Instructional Departments.
- Provided staff development for building academic language in the content areas.
- Established Bilingual Campus Administrator Focus Group to review and endorse the Bilingual/ESL Program Framework for 2007-2008.

Career and Technology Education (CATE)

- Identified curricula for Construction Careers High School based on industry needs and labor shortages.
- Trained CATE teachers on methods of incorporating math vocabulary into daily instruction.

Compensatory Programs

- Provided staff development and information on reducing the performance gap for at-risk students.
- Served 993 students through the Communities in Schools program.

Gifted and Enrichment Programs

- Offered staff development on talent spotting for underrepresented GT populations.
- Provided campus specific assistance in targeting special populations.

Grants and Recognitions

- Held joint meetings of Special Revenue and Grants & Recognitions Departments to ensure expenditure compliance with federal, state, local, and private funding agencies.
- Conducted Grant Management workshops; provided Grant Management Tips to previous training attendees.

Guidance & Counseling

- Established Advanced Placement Task Force to meet, discuss, and recommend improvements in AP Curriculum and instruction in NISD high schools.
- Worked with College Board, SAEP, and Texas Higher Ed Coordinating Board representatives to provide ongoing training to high school counselors.
- Presented and received approval to provide PSAT testing at no cost to all 10th and 11th grade students.

II. SAFE AND SECURE SCHOOLS

PRIORITY: Provide a well-defined plan to promote a safe, secure, respectful, and drug-free environment for students, staff, and the Northside community.

- Continued administrative intern assignments. Yearly evaluation of the success of the interns includes plans to increase numbers for 2007-2008.
- Continued research-based curriculum on prevention and early intervention at participating Alternative Education Program (AEP) campuses for students with one-time substance abuse offenses through a partnership with the City of San Antonio.
- Published online drug prevention vignettes and trainings that are available to all NISD staff.
- Evaluated and developed a pilot program for one elementary, one middle, and one high school to regulate visitors to campuses.

III. HUMAN RESOURCES

PRIORITY: Recruit, develop, and retain highly qualified, effective personnel.

- Targeted out-of-state student teacher universities and in-state minority universities.
- Held a job fair for Title I campuses.
- Scheduled training for instructional assistants working at Title I elementary campuses so that 100% are in compliance with NCLB eligibility requirement.
- Introduced comprehensive wellness component to health plan. More than 50% of eligible employees are enrolled in the athletic club component of the plan.

IV. TECHNOLOGY

PRIORITY: Develop and sustain a dynamic, integrated infrastructure of human, technological, and management resources that empower all stakeholders to enable students to learn to their fullest potential.

- Collaborated with the Curriculum & Instruction department to provide instructional and technical support for district-wide software.
- Provided district and campus support for online testing.
- Planned and delivered monthly staff development sessions for teachers, focusing on differentiated instruction.
- Acquired and began implementation of an Intrusion Prevention System that provides more visibility into network traffic, and the ability to respond effectively to security issues occurring across the network.
- Expanded Parent Connection to include daily grades and attendance for all students, including CMS information (which includes academic and enrollment data, demographic data, and assessment data) for grades K-12.

V. COMMUNICATIONS

PRIORITY: Maintain and improve a credible, comprehensive, two-way communication system to keep the Northside community connected while promoting the mission and goals of the district.

- Launched a weekly newsletter and radio show.
- Increased Friends of Northside (FON) subscriptions by 40%. Continued to promote FON through the website and publications.
- Designed and posted Bond 2007 website.
- Formed the Citizens' Bond Committee; Committee designed, printed, and distributed information for School Bond 2007. Updates were posted regularly on the website.
- Scheduled approximately 200 bond presentation meetings. Almost 69% of the voters voted "Yes" to School Bond 2007.

VI. SCHOOL-BUSINESS-COMMUNITY-PARENT PARTNERSHIP

PRIORITY: Seek and engage businesses, community groups, parents, and schools to create winning partnerships in order to equip students with the knowledge and skills necessary to make positive lifelong personal, social, academic, and career choices.

- Distributed the District Parental Involvement Policy to every Title 1 household. Provided information on NCLB to parents at school meetings such as PTA, Cafesitos, and Parenting Classes.
- Coordinated training sessions for immigrant parents on NCLB Guidelines. Parents received the USDE Tool Kit containing information on navigating the US education system.
- Increased number of high school students acting as mentors from 200 to 300. Implementing programs with Methodist Hospital and KENS-5.
- Continued to work with Big Brothers Big Sisters to support school-based mentoring.
- NISD/American Funds Mentor Program recognized as 2007 Best in City.

VII. FACILITIES

PRIORITY: Maintain and provide instructional and support facilities and transportation services for existing and growing student population in order to ensure a maximum educational experience for all students.

- Monitored and completed construction for two elementary schools, one middle school, and various additions to open in 2007.
- Designed and began construction on three elementary schools and one middle school scheduled to open in 2008.
- Planned to develop proposed projects for 2007 Bond.
- Completed, published, and issued Facility Standards Design Guides.
- Publicized efficient facility utilization (room conservation) to campuses and departments. Continued to increase core number of classrooms in order to reduce portables and floating teachers on campus.

VIII. BUDGET AND FINANCE

PRIORITY: Pursue funding and resource options that will provide an equitable and quality education for all students while ensuring fiscal responsibility and accomplishing the mission and goals of the District.

- Reviewed and planned for federal and state Medicaid changes with Special Education and Business Office staff.
- Encouraged stakeholder participation regarding district's undertakings at all government levels by conducting presentations at district meetings to advise staff of grant opportunities.
- Encouraged participation during monthly NCLB Meetings, Northside Education Foundation (NEF) grant training sessions, and additional grant meetings.
- Continued discussion with legislators on NISD's Legislative Priorities and Fast Growth issues (Impact fees, EDA and IFA funding, and increased State funding). Provided testimony on sales price disclosure and impact fees.
- Reviewed and recommended budget amendments based on anticipated changes in economic factors.