



STRATEGIC PLAN 2003-2008

District Improvement Plan Highlights of Year Five Activities (School Year 2007-2008)

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:	2007 SPRING TAKS	2008 SPRING TAKS	2007-2008 TAKS Difference	EXCEEDED/ MET/ DID NOT MEET GOAL
English/LA	10 and 11	95%	93.3%	93.4%	+0.1%	-1.6%
Reading	3 through 9	92%	90.1%	90%	-0.1%	-2.0%
Writing	4 and 7	95%	94.0%	95%	+1%	0
Math	3 through 11	82%	81.2%	84%	+2.8%	+2.0%
Science	5, 8, 10, and 11	85%	80.0%	81%	+1%	-4%
Social Studies	8, 10, and 11	95%	94.0%	95%	+1%	0

- Established instructional initiatives and provided support in core areas to address raising the achievement of economically disadvantaged students.
- Provided staff development for C&I staff on Building Academic Vocabulary, created essential core content vocabulary lists for all areas in grades K-12, and scheduled staff development for the fall of 2008.
- Designed and disseminated a tiered curriculum and an improvement plan for 9th and 10th grade math.
- Conducted ongoing planning, analyses, and data updates for principals and deans to ensure successful use of the high school allotment funds.
- Planned and implemented the 8th grade Student Success Initiative to meet state requirements including budget support, professional development for administrators, and the STEPS/SSI summer schools.
- Expanded Leader College to the elementary level, added a new Leader College at the secondary level, and planned for next year's Colleges to include elementary Math and Science lead teachers.
- Continued Differentiated Instruction book study with administrators and planned for 2008-2009 focus on assessment.

- Planned the professional development programs for the new middle school academic deans as well as the Leadership Experiences for Aspiring Deans (LEAD), a year-long professional development to identify and develop future academic deans for the secondary schools.
- Developed and conducted training on the Bilingual/ESL program framework.
- Developed and presented four-year differentiated graduation plans for Construction Careers Academy.
- Introduced concept of Construction Careers Academy to Middle School students.
- Provided a High School Credit Retrieval Program to reduce the dropout rate, increase retention rate, and keep students on course to graduate.
- Continued to increase underrepresented student groups in the Gifted and Talented program.
- Identified under credited students and provided increased opportunities for those 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.

- Provided intensive crisis training (ALLERT) for all Northside Police Officers.
- Placed 16 Administrative Interns at all levels for the 2007-2008 school year.
- Implemented a standardized staff identification system for all middle school employees.
- Finalized the solution and implementation of a new Radio Communications System for the NISD police department and campuses.
- Expanded the Communities in Schools partnership by adding CIS staff to EXCEL and Holmes H.S.
- Increased safety on campuses and reduced number of referrals for disciplinary hearings by adding cameras to middle schools and updating radio communication system across the district.
- Complied with state mandates to increase safety and well-being of students with mandatory bus evacuation training and steroid testing.
- Expanded training and mentoring for school administrators.
- Continued to provide drug prevention and anti bullying research-based materials to students and parents at NISD secondary schools.

III. HUMAN RESOURCES

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

- Continued implementation of district-wide wellness initiative.
- Received recognition for the following:
 - Paraprofessional Appraisal Process, Substitute Teacher Orientation, and Absence Management selected as exemplary programs by Texas Education Agency (TEA) Best Practices Clearinghouse.
 - Human Resources Newsletter, “The Resource”, selected Best Newsletter in the Country by the American Association of School Personnel Administrators.
 - Human Resources web site achieved “Recognition” award by American Association of School Personnel Administrators.
 - Risk Management Department received the “High Performer” award from the Commissioner of Workers’ Compensation for its outstanding excellent performance in the Workers’ Compensation System.
- Initiated online orientation for substitute employees into the workforce.
- Ensured that 100% of all classrooms had “Highly Qualified” teachers under NCLB.
- Completed fingerprinting of all employees.
- Provided every employee with a 4% compensation increase on their 2007-08 base pay.
- Raised starting teacher salary to \$45,250.
- Hosted two successful job fairs and a District transfer fair in preparation of opening five new campuses and staffing as many as 1,000 teaching jobs.

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.

- Deployed a wireless network at 57 campuses to expand existing network connectivity and to support instructional and operational goals.
- Completed Technology Bond Deployments at 21 campuses, keeping up with NISD’s six year computer replacement cycle.
- Held eCamp District-wide three-day summer technology conference.
- Held the sixth annual Digital Media Fair and awarded medals to over 800 students in nearly 100 different categories, recognizing and celebrating their work in the creation of digital media products connected to school studies and learning.

- Piloted an online technology literacy assessment with middle school students at five campuses, aligned to the Technology Applications curriculum and NCLB goals. Results will be used to improve how the Technology Applications curriculum is taught in middle school, guide professional development efforts, strengthen efforts to purposefully infuse technology into the curriculum, and better individualize instruction for all students.
- Implemented a district-wide Webinar solution for online professional development, information dissemination, and communication.
- Collaborated with Business Department to launch a pilot of an online payment system through Parent Connection.
- Concluded a pilot of student discipline data in Parent Connection.

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.

- Continued to serve as the “go-to” school district for local media covering school news, and strengthened position as *the* source of information on educational issues.
- Coordinated numerous successful events, including: Back to School Convocations, new school dedication ceremonies, Board recognition ceremonies honoring hundreds of students, Educator of the Year ceremonies, and Brennan High School groundbreaking.
- Coordinated and edited NISD’s submissions to TEA’s Best Practices Clearinghouse. Ten Northside programs were selected for inclusion in the clearinghouse and held up as “best practices” that should be modeled by other school districts in the state.
- Developed presentations, informational flyers, and web site updates to educate residents about the proposal for the San Antonio National Aquatics Center, which would be funded by the extension of the Bexar County visitor’s tax. Voters overwhelmingly passed the measure in May.
- Raised public awareness about the impact of legislative measures on school districts by securing the publishing of two major editorial columns by the Superintendent in the *San Antonio Express-News*, preparing testimony for the Superintendent to present to legislative committees, and disseminating StraightTalks.
- Published 37 editions of *Inside Northside Weekly* newsletter that included 270-plus Folks Kudos.
- Published four editions of *The Resource* newsletters (for Human Resources Department).
- Increased subscriptions to Friends of Northside to more than 2,000 community members.
- Opened the new NISD TV studio.

VI. SCHOOL-BUSINESS-COMMUNITY-PARENT PARTNERSHIPS

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 Title I District Parental Involvement Policy to every Title I Household.
- Worked with San Antonio Mentoring to help recruit more mentors for a variety of programs and to increase awareness of mentoring in the city.
- Added 5K Run/Walk to NEF fundraiser options targeting employee/family/wellness. Effort produced commitment to future Run/Walks in Spring & Fall and raised \$27,000 for Northside Education Foundation.
- Awarded 259 Northside Education Foundation grants totaling \$290,000 and set a new record of \$653,700 in NEF-funded programs, designated grants, and scholarships.
- Added District wide fundraiser during National Friends of Libraries Week with Barnes & Noble and Friends of Northside Libraries.
- Revised staff development partnerships to make it easier for businesses to support NISD events (faculty meetings, institutes, workshop, New Teacher Academy) without infringing on employee rights or violating no-solicitation rule, effectively increasing partner donations by thousands of dollars.
- Revised curriculum-specific partnerships to make it easier for businesses to directly impact student learning improvements (goggles for chemistry teachers, first-ever Fast-Freddy Elementary Math competition, Valero Mentor Recognition Banquet, etc.) by identifying needs and targeting prospective donors.

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.

- Opened three new schools: Jefferson Middle School, Aue Elementary, and Driggers Elementary.
- Completed construction of Carnahan, Forester, and Scarborough Elementary Schools, Robert Vale Middle School, and Brandeis High School.
- Designed and began construction of Leslie Road and Stevens Ranch Elementary Schools and Kyle Seale Middle School.
- Completed designs for additions at Ward Elementary, Rayburn Middle, and Jay High Schools.
- Competed additions at Raba and Mary Hull Elementary Schools.

- Began construction on: Brennan High School, Garcia Middle School, and Langley, Kuentz, and Hoffmann Elementary Schools.
- Opened Maintenance North satellite.
- Received a CPS Energy award.

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.

- Continued to address financial priorities with NCN, PTA, and neighborhood associations.
- Communicated legislative issues such as accountability, school finance, and 80th Legislative Regular Session Impact to NISD employees and constituents.
- Developed 2008-2009 Compensation Plan, 2008-2009 Growth & Improvement Package, and Base Budget recommendations.
- Maximized state funding.
- Maintained financial stability.
- Effectively utilized resources through the use of technology.
- Began pilot online payment project for Child Nutrition Services.