



STRATEGIC PLAN 2008-2013

District Improvement Plan Highlights of Year One Activities (School Year 2008-2009)

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:	2008 SPRING TAKS	2009 SPRING TAKS	2008-2009 TAKS Difference
English/LA	10 and 11	95%	93%	91%	- 2%
Reading	3 through 9	92%	90%	95%	+ 5%
Writing	4 and 7	96%	95%	96%	+ 1%
Math	3 through 11	86%	84%	86%	+ 2%
Science	5, 8, 10, and 11	85%	81%	83%	+ 2%
Social Studies	8, 10, and 11	96%	95%	96%	+ 1%

- Maintained District's rating of Recognized for second consecutive year and:
 - 100% of elementary schools earned rating of Recognized or Exemplary
 - 56% of middle schools earned rating of Recognized
 - 70% of high schools earned rating of Recognized or Exemplary
- Facilitated campus improvement efforts by:
 - Identifying and assigning instructional specialist support to targeted campuses through facilitation of planning, modeling, data gathering, monitoring, and professional development
 - Conducting ongoing content specific professional development for a variety of audiences including but not limited to new teachers, team leaders, department coordinators, math and reading specialists, and campus administrators
- Continued the development of and communication about concept based curriculum through:
 - Focused professional development with Lynn Erickson for Instructional Specialists
 - Curriculum Updates for principals
 - Foundations of Learning for team leaders
 - Monthly Academic Dean meetings

- Completed 4th year of district plan for building capacity in differentiated instruction by:
 - Beginning the study of the importance of effective assessment practices with Principals
 - Providing nationally recognized speaker on differentiation and assessment for all administrators, instructional specialists, and teacher cadre members
 - Continuing work with DI Cadre to prepare for summer Demonstration School
- Continued the development and refinement of the Curriculum Management System as a data tool by:
 - Providing access to concept based curriculum documents
 - Modifying curriculum diagnostic benchmark items in math and science for special needs students and including those benchmark results in the system
 - Providing staff development for campus leaders in the effective and efficient use of the system as an aid for data driven decision making
 - Developing test views as new test versions are available from the state
 - Expanding on-line benchmarking at additional elementary schools
- Met the high school allotment goals by:
 - Decreasing the percentage of students failing core courses
 - Increasing the number of course credits retrieved
 - Increasing the number of students enrolled in advanced courses
 - Increasing the number of students graduating on Recommended or Distinguished programs
 - Increasing the completion rate
- Published “Planning for Graduation” website as parent resource and planning tool.
- Completed leadership staff development through:
 - First year LEAD program for Aspiring Deans
 - Monthly meetings for new and existing middle school deans
 - Third year Leader College
- Trained staff at 32 elementary schools, four middle schools, and two high schools, as well as all high school and middle school department coordinators, on Academic Vocabulary implementation through the established Holmes and Jay collaborative and phased roll-out from Elementary Instruction.
- Prepared to open Construction Careers Academy by:
 - Naming a lead teacher
 - Recruiting and accepting approximately 125 freshmen students
 - Firming up business partnerships that have been established

II. SAFE AND SECURE SCHOOLS

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

- Reduced the number of administrative interns with the reduction of size at some elementary schools. Student and staff safety are still the number one concern.
- Expanded and improved campus and NISD police radio communication coverage and made plans for future improvements.
- Received funding, through a grant, for visitor identification units in 46 elementary campuses, which will go into operation at the start of the 2009-10 school year.
- Completed installation of security cameras at all NISD middle schools.
- Implemented opportunities for coaching strategies in administrator professional development.
- Planned to have all NISD staff with a photo ID by the fall of 2009.
- Updated and expanded the Learning Space online trainings related to Drug Prevention topics.
- Continued partnership with the City of San Antonio (COSA) Department of Community Initiatives to deliver the Rainbow Days Drug and Violence Prevention program at NISD Alternative Schools.
- Continued to provide drug prevention and anti bullying research-based materials to students and parents at NISD secondary schools.
- Provided Character Education and Prevention information (based on the TEA Mandated 7 Student Skill Goals) and services through the delivery of services provided by the Comprehensive Guidance and Counseling Program (K -12).
- Began pilot program to examine the feasibility of digital video on NISD school busses that can be accessed remotely by campus and police administration.

III. HUMAN RESOURCES

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

- Received Recognition in the TASB HR Exchange Newsletter and the AASPA newsletter for keeping employee wellness a top priority through the Humana / Spectrum / Virgin Life fitness program.
- Received Recognition from TEA Best Practices for the Paraprofessional Appraisal Process, the Substitute Teacher Orientation, and Absence Management Process.
- Began completing fingerprints for over 3,000 Auxiliary, Classified, and Professional employees.
- Began completing ID pictures for over 13,000 NISD employees.
- Created a Benefit Blog site to facilitate exchange of information in a semi informal setting for employees.
- Instituted HEB Cooking Classes for health and nutrition.
- Authored first ever Summer Benefits edition of The Resource.
- Installed High Deductible Health Plan with Health Savings Account.
- Conducted first ever pre-Annual Enrollment Informational Seminars.
- Conducted longitudinal study with focus groups and survey to ascertain how employees approach, consider, and engage in healthcare considerations.
- Conducted School Bus Safety Training via the District's auto liability carrier and reinsurer for District staff and 12 additional Districts.
- Secured \$5,000 Grant for Transportation Department to be used for Training Materials and additional Bus Safety Lighting.

IV. TECHNOLOGY

PRIORITY: Implement and support technological and human infrastructures that maximize the purposeful use of technology to achieve academic, personal, and organizational excellence.

- Completed Technology Bond lifecycle deployments at 22 campuses. By the end of the summer, professional staff at 10 campuses will be issued wireless mobile laptop computers and accessories.
- Completed ceiling-mounted classroom projector deployments at 52 campuses.
- Installed wireless network at 29 remaining campuses, which completed the District-wide wireless project at all NISD facilities. This includes NISD WiFi which allows staff and secondary students to access the Internet using their personal computers.
- Implemented R-TIME, a new electronic process to submit and process a “Request for Technology and Instructional Materials Evaluation.” Processed an average of 7 requests per day, adding 4,200+ items to the NISD approved lists, getting technology and supplementary instructional materials into the hands of students and staff in a more timely and efficient manner.
- Implemented the Hayes Online Textbook Management System District-wide and trained administrators at all campuses on its use. This system allows campuses to view their textbook inventories online and order textbooks as needed, streamlines shipping and receiving operations so that textbooks can get into the hands of students faster, and includes a barcode scanning feature to check textbooks in and out more efficiently.
- Completed Technology Literacy online testing of 5,600+ 8th graders at all middle schools, 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 differentiate technology literacy instruction for all students.
- Implemented two-tiered Internet filtering policy, thereby providing employees with access to more websites than students in order to meet instructional and operational needs.
- Upgraded the District’s VoIP (Voice over IP) telephone system servers and software, providing better performance, reliability, functionality, and security for all users.
- Provided iPods to Special Schools’ classrooms on a rotating basis, accompanied by NISD-teacher-created instructional podcasts for students, aligned to the curriculum. This initiative will be replicated at all campuses next year, with the addition of three more mobile carts with 40 iPods each.

V. COMMUNICATIONS

PRIORITY: Enhance and expand a credible, comprehensive, two-way communication system to keep the community informed and engaged while promoting the mission and goals of the Northside School District.

- Redesigned a more effective Intranet.
- Launched a weekly employee newsletter (INW) and a monthly employee HR newsletter. Web polls on both newsletters indicate positive reactions from employees.
- Implemented a web streaming technology for special events.
- Re-worked work flow in Printing Services for more efficient use of time and resources.
- Maintained close working relationships with media.
- Increased employees' awareness of issues, successes, and challenges facing NISD.
- Successfully piloted School Central Communication System.
- Increased outreach to Spanish speaking media, and thus community.
- Learned valuable lessons in 'emergency' communication and collaboration during the recent H1N1 virus event.

VI. SCHOOL-BUSINESS-COMMUNITY-FAMILY-PARTNERSHIPS

PRIORITY: Create partnerships which lead to enduring relationships among schools, families, businesses, and community stakeholders that will be beneficial to all involved, meet the needs of specific demographic areas, and ensure innovation, learning, healthy lifestyles, and the ability to pursue career avenues to become productive members of society and to continue the legacy of partnerships.

- Added a second Parent Consultation Center, in partnership with UTSA, more than doubling the number of participants. Now with Centers at Hobby Middle School and Passmore Elementary (services largely in Spanish), families can better advocate for and support their children.
- Added the position of Family Involvement Coordinator (for Title I campuses) to begin in August 2009, with a goal of adding to this year's result of 82% of Title I campuses having held Family Nights to support students.

- Saw Northside Education Foundation bring to its annual fundraiser golf tournaments and its annual 5K Run/Walks, increasing NEF's ability to grant funds to teachers.
- Continued to improve Partnerships website and electronic communications with four web-based (2 e-mail-only) fundraisers; posted best practices attachments for campuses and Partner Directory updates.
- Increased partnership support in areas of incentives for staff (over a dozen donors helped fund district wide staff development), direct assistance for students in need (school supplies provided to refugee students by business initiatives), and business expertise volunteers for curriculum improvement (UTHSC-SA Secondary Science Bowl, Junior Achievement supporting Gifted and Talented Enrichment at Knowlton, Villarreal, and Adams Hill Elementary Schools).
- Placed emphasis on the need for further codification of Partnership administrative regulations which are planned for review in Fall 2009.
- Held first-ever Dual Language conference for parents, teachers, and students, and celebrated the first graduation of dual language students at Ross Middle School (who had begun in first grade 8 years ago).

VII. FACILITIES

PRIORITY: Provide and maintain instructional facilities, support facilities, and transportation services for the existing and growing student population to ensure a maximum educational experience for all students.

- Opened five new schools: Brandeis High School, Vale Middle School, Carnahan Elementary School, Forester Elementary School, and Scarborough Elementary School.
- Completed construction of Garcia Middle School, Hoffmann Elementary School, Kuentz Elementary School, and Langley Elementary School.
- Designed and began construction of Brennan High School, Dolph Briscoe Middle School, Behlau Elementary School, Henderson Elementary School, and Martin Elementary School.
- Completed designs and started/continued construction for additions at Clark, Holmes and Jay High Schools; Neff, Pease and Rayburn Middle Schools; Cable and Meadow Village Elementary Schools.

- Completed addition at Ward Elementary School.
- Completed design and started construction for Marshall High School Auditorium and Construction Careers Academy.
- Completed designs and continued construction for installation of air conditioning at middle and high school gymnasiums.
- Received the Bill Sinkin Solar Energy Award for the solar panel installation at the Northside Aquatics Center.

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 to accomplish 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 81st Legislative Regular Session Impact to NISD employees and constituents.
- Developed 2009-2010 Compensation Plan, 2009-2010 Growth & Improvement Package, and Base Budget recommendations.
- Maximized state funding.
- Maintained financial stability.
- Effectively utilized resources through the use of technology.
- Expand online payment system for Child Nutrition Services to include 92 campuses.