

## Northside Independent School District Turnaround Plans Glass Elementary, Martin Elementary, Mead Elementary, and Neff Middle



As required by the Texas Education Agency (TEA), a Campus Turnaround Plan (TAP) must be developed for a campus that has received two consecutive unacceptable ratings (“F”). A campus receiving three consecutive unacceptable ratings, is required to implement the approved turnaround plan immediately. All four campuses will be developing and implementing Campus Turnaround Plans with the goal of achieving an acceptable rating of “C” or higher.

### Stakeholder Engagement

Glass Elementary	Martin Elementary	Mead Elementary	Neff Middle
<b>Public Notice and Posted on Website:</b> October 13, 2025	<b>Public Notice and Posted on Website:</b> October 13, 2025	<b>Public Notice and Posted on Website:</b> October 13, 2025	<b>Public Notice and Posted on Website:</b> October 13, 2025
<b>Staff Meeting:</b> October 20, 2025	<b>Staff Meeting:</b> October 20, 2025	<b>Staff Meeting:</b> October 20, 2025	<b>Staff Meeting:</b> October 7, 2025
<b>Public Community Meeting:</b> October 23, 2025	<b>Public Community Meeting:</b> October 22, 2025 3:45 p.m.	<b>Public Community Meeting:</b> October 22, 2025	<b>Public Community Meeting:</b> October 20, 2025 5:00 p.m.
<b>Coffee with the Principal:</b> October 31, 2025	<b>Student Lead Conferences:</b> October 28, 2025	<b>Coffee with the Principal:</b> October 22, 2025	
<b>Academics Committee Review:</b> October 27, 2025	<b>Academics Committee Review:</b> October 27, 2025	<b>Academics Committee Review:</b> October 27, 2025	<b>Academics Committee Review:</b> October 27, 2025
<b>Public Hearing/Approval:</b> November 11, 2025	<b>Public Hearing/Approval:</b> November 11, 2025	<b>Public Hearing/Approval:</b> November 11, 2025	<b>Public Hearing/Approval:</b> November 11, 2025

### **Summary of Campus Community Feedback**

Public notices were posted in advance of each community meeting to ensure transparency and encourage attendance. In addition, several campuses shared their Turnaround Plans during Coffee with the Principal sessions and Student-Led Conferences to broaden stakeholder participation. A formal review of each Turnaround Plan (TAP) was conducted during an Academics Committee Meeting with the Superintendent and the Board of Trustees, and an overview was presented at the October Board Meeting. The feedback received was both constructive and supportive, leading to the refinement and enhancement of the proposed strategies with adjustments reflected in the final plans.

### **NISD Community Feedback**

We invite our Northside ISD community to review and provide feedback on our Campus Turnaround Plans (TAPs). Your input is essential in helping us refine and strengthen our strategies for the upcoming years. After reviewing the plans, please use the link to provide feedback [Northside ISD Turn Around Plan Community Feedback](#).

### **School Improvement Strategy**

The School Improvement Strategy selected for our Turnaround Plans (TAPs) is focused on Intensive Curriculum and Instruction improvements to achieve an acceptable rating of “C” or higher. Comprehensive and targeted support has been dedicated to each campus to ensure effective implementation, capacity building, and sustainable improvement in student outcomes. A three-year strategic plan has been developed to guide this work through phases: planning, professional development and training, implementation, and continuous review/refinement.

<b>Glass Elementary</b>	<b>Martin Elementary</b>	<b>Mead Elementary</b>	<b>Neff Middle</b>
Two consecutive unacceptable campus ratings (Fs). Campuses with two consecutive unacceptable ratings are required to develop a turnaround plan.	Two consecutive unacceptable campus ratings (Fs). Campuses with two consecutive unacceptable ratings are required to develop a turnaround plan.	Three consecutive unacceptable campus ratings (Fs). Campuses with three consecutive unacceptable ratings are required to implement a turnaround plan.	Two consecutive unacceptable campus ratings (Fs). Campuses with two consecutive unacceptable ratings are required to develop a turnaround plan.
<b>District Improvement Strategy:</b>	<b>District Improvement Strategy:</b>	<b>District Improvement Strategy:</b>	<b>District Improvement Strategy:</b>

Intensive Curriculum & Instruction Improvements	Intensive Curriculum & Instruction Improvements	Intensive Curriculum & Instruction Improvements	Intensive Curriculum & Instruction Improvements
<b>2025-2026</b> K-5 Math Strong Foundations Planning	<b>2025-2026</b> K-5 Math Strong Foundations Planning	<b>2025-2026</b> K-5 Math Strong Foundations Planning	<b>2025-2026</b> 6-Algebra I High Quality Instructional Materials (STEMscopes) Implementation
<b>2026-2027</b> High Quality Instructional Materials(HQIM) Math Implementation Reading Instructional Materials Review & Adoption Process (IMRA)	<b>2026-2027</b> High Quality Instructional Materials(HQIM) Math Implementation Reading Instructional Materials Review & Adoption Process (IMRA)	<b>2026-2027</b> High Quality Instructional Materials(HQIM) Math Implementation Reading Instructional Materials Review & Adoption Process (IMRA)	<b>2026-2027</b> 6-Algebra I HQIM (STEMscopes) Math Lesson Internalization Reading Extended Constructed Focus
<b>2027-2028</b> HQIM Reading Implementation	<b>2027-2028</b> HQIM Reading Implementation	<b>2027-2028</b> HQIM Reading Implementation	<b>2027-2028</b> 6-Algebra I HQIM (STEMscopes) Math Refinement Reading HQIM planning for adoption `

### **Support and Capacity-Building**

The Support and Capacity-Building Plan is designed to provide targeted professional development and strengthen the overall school improvement strategy. Its goal is to enhance instructional effectiveness among principal supervisors, campus administrators, and teachers across all four campuses.

<b>Principal Supervisors Professional Learning for School Year 2025-2026</b>		
<b>Date</b>	<b>Content</b>	<b>Audience</b>
Monthly 2025-2026	<b><u>Region 20 Coaching Support</u></b> Coaching support designed to build instructional leadership capacity for both principal supervisors and their principals. The on-site coaching sessions will include monthly	Principal Supervisors Campus Principals

	observation and feedback cycles, developing look fors to support (High Quality Instructional Materials) HQIM implementation within PLCs and classroom visits, and professional development opportunities based on feedback and continuous improvement efforts.	
July 2025	<b><u>Northside Leadership Institute</u></b> Targeted support to build a deep understanding of state and federal accountability systems and guide the development of Campus Improvement Plans that focus on addressing students' academic needs.	Principal Supervisors Campus Principals
September 2025	<b><u>Effective Schools Framework (ESF)</u></b> Best practices on how to build a shared understanding of the essential practices that drive high-performing schools. This session will include improvement strategies with the five ESF Levers: Strong School Leadership and Planning, Effective, Well-Supported Teachers, Positive School Culture, High-Quality Curriculum, and Effective Instruction.	Principal Supervisors Campus Principals
October 2025	<b><u>Accountability Training</u></b> Ongoing training on state and federal accountability systems to understand performance data and set targeted goals for improved student outcomes. This session will focus on Accountability 101: Foundations for Success and Accountability 201: The Federal Connection.	Principal Supervisors Campus Principals
November 2025	<b><u>Research-Based Instructional Strategies (RBIS) Training</u></b> Introduction to the Learning Acceleration Support Opportunities (LASO) Strong Foundations Grant training on research-based instructional strategies (RBIS) in math to help educators, district, and campus leaders improve student engagement and academic outcomes.	Principal Supervisors Campus Principals
November 2025	<b><u>Foundational Leadership Instructional Practices and Systems (FLIPS) Training</u></b> Principal supervisors will be equipped with the necessary tools and processes to help principals strengthen instructional planning, growing teams, ensuring alignment with standards, and enhancing classroom engagement.	Principal Supervisors Campus Principal
January 2026	<b><u>Instructional Specialist Coaching</u></b> Region 20 training for principal supervisor, principal, and academic specialists on coaching protocols aligned with look fors for math and reading to build capacity for all grade level teachers.	Principal Supervisor Campus Principal Campus Academic Specialist
<b>Professional Learning for School Year 2026-2027</b>		

July-August 2026	<b><u>Math High Quality Instructional Materials (HQIM)</u></b> Professional Learning for administrators and campus math leaders focused on HQIM, an introduction to the new HQIM math curriculum, and the lesson internalization process to build capacity at the campus level.	Principal Supervisors Campus Principals Campus Math Leaders
June 2026	<b><u>Solution Tree: Professional Learning Communities at Work</u></b> The Professional Learning Communities at Work® process is increasingly recognized as the most powerful strategy for sustained, substantive school improvement. This institute gives you and your team the knowledge and tools to implement this powerful process in your school or district.	Superintendent Curriculum & Instruction Central Office Leaders Principal Supervisors
July 2026	<b><u>NISD Data Day</u></b> This professional learning session is designed to equip campus leaders and instructional teams with the knowledge and tools to effectively analyze student data, align instruction with HQIM, and strengthen campus improvement planning.	Superintendent Curriculum & Instruction Central Office Leaders Principal Supervisors Campus Principals Campus Team Leaders
Ongoing & Monthly 2026-2027	<b><u>Region 20 Coaching Support</u></b> Coaching support designed to build instructional leadership capacity for both principal supervisors and their principals. The on-site coaching sessions will include monthly observation and feedback cycles, developing look fors to support HQIM implementation within PLCs and classroom visits, and professional development opportunities based on feedback and continuous improvement efforts.	Principal Supervisors Campus Principals
Spring 2027	<b><u>Research Based Instructional Strategies (RBIS) Reading Training</u></b> As part of the LIFT Grant, a designated provider will provide specialized training in RBIS in reading language arts to help educators, district and campus leaders implement evidence-based teaching strategies to improve student engagement and academic outcomes.	Curriculum & Instruction Principal Supervisors Campus Principals Campus Literacy Leaders

Campus Principals/Campus Leaders Professional Learning for School Year 2025-2026		
Date	Content	Audience
Monthly 2025-2026	<b><u>Leadership Meetings</u></b> Principals engage directly with the superintendent and executive team to ensure a clear	Superintendent Principal Supervisors

	and unified understanding of district priorities, high quality instructional materials (HQIM), observation and walkthrough feedback, data analysis, and current leadership needs.	Campus Principals Curriculum & Instruction Central Office Leaders
Monthly 2025-2026	<b><u>Associate Principal Meetings</u></b> Associate principals engage in sessions addressing both instructional leadership and campus management. Topics are responsive to current performance data and leadership needs, ensuring timely, high-impact application across all levels of campus leadership.	Associate Principals Principal Supervisors Curriculum & Instruction Central Office Leaders
October, January, and June 2025-2026	<b><u>MAP (Measures of Academic Progress) Implementation and Learning Support</u></b> Administrators effectively implement MAP assessments and use student learning reports to inform instructional decisions in math and reading. The training focuses on analyzing data to identify trends, monitor growth, and align instructional practices to meet individual student needs. Administrators explore strategies for supporting teachers and designing targeted interventions that enhance student learning outcomes across content areas.	Campus Principals Associate Principals Principal Supervisors Curriculum & Instruction Central Office Leaders
Monthly 2025-2026	<b><u>Title 1 Meetings</u></b> Principals participate in professional learning webinars designed to support campus and district leaders in developing a comprehensive understanding of Title I program requirements and best practices for implementation. Each session focuses on strengthening compliance, effective budget management, parent and family engagement, and improved student outcomes through targeted interventions.	Title 1 Principals Director of State and Federal Programs
Quarterly 2025-2026	<b><u>High-Impact, Job-Embedded Coaching and Support</u></b> Principals engage with the Central Office team of Campus Supervisors, C&I Leaders, and School Improvement Specialists, who provide in-the-moment coaching to campus administrators. This process involves regular classroom walkthroughs, observing leadership meetings, and attending professional learning communities to observe leaders' actions firsthand. Through targeted, constructive feedback and coaching, we help leaders immediately refine their instructional practices, strengthen their team facilitation, and ensure effective implementation of school improvement goals.	Campus Principals Academic Specialists Principal Supervisors Curriculum & Instruction
Quarterly 2025-2026	<b><u>Texas Teacher Evaluation and Support System (T-TESS) Calibration</u></b> Calibration between the principal and associate principal ensures consistency, accuracy, and fairness in evaluating teacher performance. The process includes collaborative review of instructional practices, alignment of scoring using the T-TESS rubric, and regular discussions to support shared expectations and effective feedback.	Campus Principal Associate Principal Principal Supervisors Curriculum & Instruction
Quarterly	<b><u>Northside Elementary Leadership Academy (NELA)</u></b>	Elementary Principals

2025-2026	Principals explore effective strategies for teaching writing across content areas, emphasizing student engagement, differentiated instruction, and data-driven feedback that promotes critical thinking and measurable student growth.	Associate Principals Principal Supervisors Curriculum & Instruction
July 2025	<b><u>Leadership Institute</u></b> Principals equip campus teacher leaders with strategies and tools for effectively monitoring and evaluating the activities outlined in the Campus Improvement Plan (CIP). Leaders focus on how to establish clear progress measures, utilize data-collection protocols, and conduct impact checks to ensure alignment between daily campus operations and CIP goals.	Campus Principals Campus Leaders
July-August 2025	<b><u>Accountability Training</u></b> Principals are equipped with a clear understanding of state and federal accountability systems, ensuring they can accurately interpret performance data, set targeted goals, and implement strategies that drive continuous improvement and student achievement.	Principal Supervisors Continuous Improvement Curriculum & Instruction Campus Principals
July 2025	<b><u>Campus Improvement Plan</u></b> Principals are equipped with the knowledge and tools needed to develop and implement effective, data-driven plans. The session focuses on aligning campus goals with district and state priorities, using performance data to identify needs, set measurable objectives, and design strategic actions. Principals will also explore methods for progress monitoring, stakeholder engagement, and ensuring accountability throughout the school year.	Campus Principals Continuous Improvement Principal Supervisors Curriculum & Instruction
August 2025	<b><u>Effective Schools Framework (ESF)</u></b> ESF training to deepen their understanding of the ESF Levers, essential actions, and success criteria that drive continuous improvement on their campuses. Through guided learning and collaboration, principals will analyze current campus practices, identify areas for growth, and develop actionable plans aligned to the ESF to strengthen instructional leadership and improve student outcomes.	Continuous Improvement Curriculum & Instruction Campus Principals
<b>Professional Learning for School Year 2026-2027</b>		
Summer 2026	<b><u>Research Based Instructional Strategies (RBIS) Training</u></b> As part of the LASO Strong Foundations Grant, Region 20 will provide specialized training in RBIS in math to help educators, district and campus leaders implement evidence-based teaching strategies to improve student engagement and academic outcomes.	Campus Principals PK-5 Teachers Campus Math Leaders

Summer 2026	<p><b><u>Professional Learning for Implementation of the Newly Adopted Math HQIM Program (Specific Adoption to be Named in May, 2026)</u></b></p> <p>K-5 teachers will participate in professional learning focused on implementation of the new math curriculum. The core objective is to ensure fidelity of implementation and maximize student achievement with the newly adopted HQIM math curriculum. This session, scheduled prior to the start of school, will provide in-depth training on curriculum structure, instructional best practices, and assessment strategies specific to the new math program, with a dedicated emphasis on mastering the lesson internalization protocols necessary for deeply understanding and confidently teaching the material.</p>	<p>Campus Principals Campus Math Leaders K-5 Teachers</p>
July 2026	<p><b><u>K-5 Leadership Institute: Driving Continuous Improvement Planning (CIP)</u></b></p> <p>Held prior to the start of the school year, this day of learning is focused on establishing a common, data-driven framework for instructional excellence across all elementary campuses. Campus leadership teams work together to focus on the essential CIP processes necessary for maximizing student growth. Participants will:</p> <ul style="list-style-type: none"> <li>Analyze Data and conduct needs assessments to identify root causes.</li> <li>Develop high-leverage Performance Objectives using the S.M.A.R.T. goal framework.</li> <li>Design effective Monitoring Measures and data checkpoints to track progress throughout the year.</li> <li>Develop and execute Strategies and Actions that directly address student learning gaps.</li> </ul>	<p>Principal Supervisors Campus Principals Campus Teacher Leaders Campus Content Area Leaders Elementary C&amp;I Support Staff</p>
Monthly 2026-2027	<p><b><u>Region 20 Coaching Support</u></b></p> <p>Coaching support designed to build instructional leadership capacity for both principal supervisors and their principals. The on-site coaching sessions will include monthly observation and feedback cycles, developing look fors to support HQIM implementation within professional learning communities and classroom visits, and professional development opportunities based on feedback and continuous improvement efforts.</p>	<p>Principal Supervisors Campus Principals</p>
Monthly 2026-2027	<p><b><u>Instructional Specialist Coaching Calibration</u></b></p> <p>Campus principal and academic specialists calibrate on monthly classroom visits and coaching conversations to improve high quality instruction and build capacity for all grade level teachers.</p>	<p>Campus Principals Campus Academic Specialist</p>

**Classroom Teachers**  
**Professional Learning for School Year 2025-2026**

Date	Content	Audience
Ongoing	<b><u>Job-Embedded Training and Coaching</u></b> Teachers receive observation and feedback rounds from an instructional leader or coach bi-weekly. The observation tool includes Research Based Instructional Strategies (RBIS) and implementation of approved curriculum.	Classroom Teachers Campus Principals
Ongoing	<b><u>Educator's Edge Session</u></b> We offer over 35 professional learning sessions in science, math, and reading language arts. Science and math sessions are delivered live virtually and recorded for later access, while RLA training is available as on-demand videos.	Classroom Teachers
Ongoing	<b><u>Red Wagon Program</u></b> Northside ISD's Red Wagon New Teacher Induction Program is a comprehensive program designed to provide support and development for Northside teachers new to the profession. The key elements include mentors, campus-based support, campus mentoring advisors, and district-level support.	1st Year Teachers Campus Leaders
Ongoing	<b><u>Instructional Coaching (Teaching and Learning Department)</u></b> Teachers who are in their second year or self-selected for additional support will be recommended to engage in targeted professional growth using the <i>Impact Cycle</i> coaching model.	2nd year teacher and/or self-selected for additional support needed Campus Principals
Ongoing	<b><u>Planting Seeds</u></b> Planting Seeds is a two-day professional learning experience designed to deepen teachers' understanding of the 7 Keys to Effective Classroom Management. Throughout the session, participants will explore practical and research-based strategies to help them establish clear structure and foster a positive, student-centered classroom culture.	Classroom Teachers
Ongoing	<b><u>Content-Based Language Instruction (CBLI)</u></b> Teachers receive training on research-based CBLI strategies to help students develop academic language while learning content in subjects like reading, math, science, and social studies. These sessions focus on practical ways to support language and content learning together, with tools aligned to English Language Proficiency Standards (ELPS) and Texas English Language Proficiency Assessment System (TELPAS) for 1st year teachers and differentiation for veteran teachers.	Bilingual/ESL Teachers Campus Principals
Ongoing	<b><u>Increased Support for New Teachers</u></b> Support provided to new teachers with two years or less experience, academic specialists	Classroom Teachers with two years or less experience

	and model teachers will provide targeted mentoring and coaching. This focused support includes personalized guidance on instructional strategies, classroom management, and curriculum implementation to build confidence and effectiveness.	
July 2025	<b><u>eNgage ment Academy</u></b> This learning institute offers professional learning opportunities in a collaborative environment to support teachers in delivering innovative, high-quality, and engaging instruction for diverse learners.	Classroom Teachers Campus Principals
July/August 2025	<b><u>Accountability Training</u></b> Teacher leaders and teams are equipped with a clear understanding of state and federal accountability systems to strengthen their role in supporting campus improvement efforts. Through this learning, teacher leaders build the capacity to interpret performance data, including transition tables that track student movement between proficiency levels across assessments.	Campus Instructional Leaders and grade-level teams Campus Principals
July - Oct. 2025	<b><u>High-Quality Instruction in Bilingual Transitional Early-Exit Programs through Professional Learning Communities (PLCs)</u></b> Teachers will explore best practices for delivering high-quality instruction in both English and Spanish, with an emphasis on language development, academic rigor, and cultural relevance.	Bilingual and ESL Teachers
August 2025	<b><u>Monitoring Campus Improvement Strategies</u></b> Teachers receive strategies and tools for effectively monitoring and evaluating the activities outlined in the Campus Improvement Plan (CIP). Teachers establish clear progress metrics, create data-collection protocols, and schedule impact checks to ensure alignment between daily campus operations and CIP goals.	Classroom Teachers Campus Principals
August 2025	<b><u>New Teacher Academy</u></b> NISD welcomes all new teachers joining for the new school year. Whether they are new to the district or new to teaching, Northside is committed to supporting our new teachers. Our goal is to position new teachers for success in the classroom.	1st Year Teachers
August 2025	<b><u>1st &amp; 2nd Grade Teacher Professional Learning: Phonics Instruction</u></b> Participants will unlock the power of the NISD Tier 1 phonics curriculum in this application-based session designed specifically for 1st grade teachers. They will dive into the NISD phonics curriculum, explore the 5-day lesson cycle, and gain practical tools to bring phonics routines to life in the classroom.	1st and 2nd grade Teachers

Sept.- Feb. 2025-2026	<b><u>Implementing a Coaching Cycle to Strengthen Language and Content Integration</u></b> Working with a consultant from Seidlitz Education, teachers will learn to connect language objectives to content objectives and provide effective language support in core content classes.	Bilingual and ESL Teachers Campus Principal
September 2026	<b><u>1st &amp; 2nd Grade Teacher Professional Learning: Phonics Instruction</u></b> Dive into effective use of NISD Phonics Kits and small group instruction by analyzing MAP Growth data. This session will help teachers identify key look fors in foundational skills and plan targeted, data-driven phonics instruction to meet students where they are.	1st and 2nd grade Teachers
October 2026	<b><u>1st &amp; 2nd Grade Teacher Professional Learning: Phonics Instruction</u></b> Reconnect with key takeaways from our previous phonics session. Explore how to keep all students meaningfully engaged during small group time using Daily 5 structures and routines to answer, “What are the other kids doing?” Dive into district MAP beginning of year assessment data to identify trends, target foundational skills, and plan intentional next steps. Leave equipped with practical strategies and a clear, data-informed plan to strengthen phonics instruction for every learner.	1st and 2nd grade Teachers
November 2026	<b><u>1st &amp; 2nd Grade Teacher Professional Learning: Phonics Instruction</u></b> Explore the powerful link between phonics and reading through decoding and encoding connections. Experience a model mini-lesson that demonstrates explicit instruction in action, then dig into the curriculum to uncover what it offers for building these skills. Analyze examples and non-examples to clarify effective practice, and examine how writing and grammar instruction in NISD can reinforce phonics learning. Leave with practical strategies to integrate decoding, encoding, writing, and grammar for stronger literacy outcomes.	1st and 2nd grade Teachers
February 2026	<b><u>1st &amp; 2nd Grade Teacher Professional Learning: Phonics Instruction</u></b> Learn how to use the phonics-writing assessment tool to uncover what students’ writing reveals about their phonics skills. Discover how continuously monitoring spelling within writing holds students accountable for transferring their learning. Analyze student writing samples alongside MAP middle of year data. We’ll examine growth and achievement data and determine next steps for targeted small groups, and plan literacy work station practices that meet student needs.	1st and 2nd grade Teachers
<b>Professional Learning for School Year 2026-2027</b>		
July - August 2026	<b><u>NISD Data Day</u></b> This professional learning session is designed to equip campus leaders and instructional teams with the knowledge and tools to effectively analyze student data, align instruction	Classroom Teachers

	with High-Quality Instructional Materials (HQIM), and strengthen campus improvement planning.	
Summer 2027	<b><u>Research Based Instructional Strategies (RBIS) Training</u></b> As part of the LASO Strong Foundations Grant, Region 20 will provide specialized training in RBIS in math to help educators, district and campus leaders implement evidence-based teaching strategies to improve student engagement and academic outcomes.	Campus Principals PK-5 Teachers Campus Math Leaders
August 2027	<b><u>Introduction to HQIM and lesson plan internalization in Math</u></b> Provide professional learning identifying resources and planning for structured implementation.	K-5 Math Teachers Campus Principals
Ongoing 2026-2027	<b><u>Job Embedded Training and Coaching</u></b> Teachers receive observation and feedback rounds from an instructional leader or coach bi-weekly. The observation tool includes RBIS and implementation of approved curriculum.	Classroom Teachers Campus Principals
Spring 2027	<b><u>Research Based Instructional Strategies (RBIS) Reading Training</u></b> As part of the LIFT Grant, a designated provider will provide specialized training in RBIS in reading language arts to help educators, district and campus leaders implement evidence-based teaching strategies to improve student engagement and academic outcomes.	C&I Elementary Reading Language Arts Department Classroom Teachers Campus Principals

### **Milestones and Performance Management Plan**

Milestone actions are strategically aligned with campus goals and the Texas Effective Schools Framework (ESF) to support the implementation of the school improvement strategy. The plan includes hiring all necessary staff and providing ongoing professional development for all teachers, with a focus on high-quality instructional materials (HQIM) and data-driven systems.

### **Milestones and Performance Management Plan (District Overview)**

<b>Milestone</b>	<b>Aligned Effective School Framework (ESF) Lever</b>	<b>Department Responsible</b>	<b>Timeline</b>
Campus Staffing: All campus and district positions have been successfully filled with highly-qualified personnel in alignment with the district's human	Lever 2: Strategic Staffing	Department of Administration Department of Human Resources Department of Curriculum & Instruction	July 2025

capital goals and timelines		Campus Leadership	
Leadership Institute: Accountability, Continuous Improvement Plan, Data Driven Decisions	Lever 1: Strong School Leadership and Planning	Department of Administration Department of Curriculum & Instruction Campus Leadership	July 2025
State and Federal Accountability professional development for turnaround principals and staff	Lever 1: Strong School Leadership and Planning	Executive Director of Continuous Improvement	August 2025
Monthly principal meetings: Review school performance data, discuss instructional priorities, address operational needs, and ensure consistent implementation of district/campus goals	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2025 May 2026
School Improvement Process: Comprehensive Needs Assessment District Improvement Process Campus Improvement Process Formative Review	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2025 May 2026
Professional Development: Provided throughout the instructional year introducing new learning and reinforcing prior learning for teachers, campus, and central office leadership by offering differentiated sessions to meet the needs of varying levels of adult learners	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025 May 2026
Professional Learning Communities (PLC): Support the district and campus leadership teams by using assessment data to plan and implement instructional support for students	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025 May 2026
Weekly principal supervisor visits to provide instructional support and coaching with the campus principal	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Administration Campus Leadership	August 2025 May 2026
Northside Elementary Leadership Academy (October, November, February, and March)	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration	August 2025 May

		Campus Principal	2026
NWEA MAP Assessment (Fall, Winter, Spring) data utilized three times/year to inform instruction and monitor student progress to campus and central office leadership	Lever 1: Strong School Leadership and Planning  Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2025 May 2026
Complete hiring for all campuses	Lever 2: Strategic Staffing	Department of Human Resources Campus Principal Campus Leadership	April 2026

### **Martin Elementary Milestones and Performance Management Plan**

<b>Milestone</b>	<b>Aligned Effective School Framework (ESF) Lever</b>	<b>Department Responsible</b>	<b>Timeline</b>
Provide professional development in Becky Koesel's Reading Strategies Playbook and Phonics Lessons  Grades Kinder-1: planning for oral language groups using Big Books and supporting lesson plans through modeling  Grades 2-3: Modeling of phonics and development of a reading strategies playbook to use during small groups	Lever 5: Effective Instruction	Campus Administration	July 2025
Provide professional development in Kagan Structures 101 to support student discourse and engagement	Lever 5: Effective instruction	Campus Administration	July 2025
Utilize the campus walk-through/observation system for bi-weekly feedback to support instructional goals focusing on small-group instruction with fidelity, student discourse, and the incorporation of academic vocabulary across all teaching structures in all subject areas	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2025

Provide professional development to help teachers learn the “Boxes and Bullets” instructional method for responding to Extended Constructive Response (ECR) writing prompts	Lever 5: Effective Instruction	Campus Administration	August 2025
Reinforce school-wide Positive Behavior Interventions and Supports (PBIS)	Lever 3: Positive School Culture	Department of Administration Campus Principal Campus Leadership	August 2025- May 2026
Develop and implement a targeted coaching plan using observation feedback and student data to build capacity through differentiated support based on teacher readiness	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Principal Campus Leadership	August 2025- May 2026
Utilize a co-teach model with classroom teachers in grades 3–5 to support the implementation of differentiated instruction and meet diverse student needs	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal Campus Leadership	August 2025- May 2026
Systematically collect, analyze, and review student outcome data to evaluate program effectiveness and student achievement. The review process includes the analysis of key performance indicators such as student achievement and growth, attendance, discipline and teacher observation data.	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Review NWEA MAP math and reading data with campus staff (Fall, Winter, Spring)	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	October 2025
Provide professional development on Content-Based Language Instruction (CBLI) for campus staff, focusing on strategies to build academic vocabulary and strengthen language acquisition across all content areas to support English learners	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	October 2025
Provide targeted professional development to support teachers in effectively implementing phonics lesson planning using Becky Koesel's coaching model, with	Lever 5: Effective Instruction	Campus Administration	October 2025

ongoing coaching and feedback to strengthen instructional practices in foundational literacy			
Provide professional development and coaching on the implementation of Kagan Cooperative Learning Structures to increase student engagement and collaborative learning	Lever 5: Effective Instruction	Campus Administration	October 2025
Provide targeted small-group instruction designed to meet the individual learning needs and performance levels of students, ensuring differentiated support that accelerates academic growth and mastery of grade-level standards	Lever 5: Effective Instruction	Classroom Teachers Academic Specialists	August 2025- May 2026
Develop the campus improvement plan and identify key data points and monitoring measures for tracking student progress.	Lever: 5 Effective Instruction	Office of Continuous Improvement Campus Principal	July 2026
Provide summer professional development supporting the implementation of the newly adopted math curriculum, including support on high quality instructional materials (HQIM) lesson internalization and research-based instructional strategies (RBIS) implementation	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Office of Continuous Improvement Campus Principal Campus Leadership	June- August 2026
Implement new Math HQIM materials in all elementary school classrooms	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August- November 2026
Provide training for the new English Language Proficiency Standards to central office and campus staff	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal Office of Continuous Improvement	August 2026
Utilize the campus walk-through/observation system for bi-weekly feedback to support instructional goals in math and/ or English language arts and reading. We will be focused on targeted small-group instruction with fidelity, student discourse, and the incorporation of academic vocabulary across all teaching structures in all subject areas	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2026

Utilize schoolwide Positive Behavior Interventions and Supports (PBIS)	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2026- May 2027
Continue to utilize a targeted coaching plan using observation feedback and student data to build capacity with 2-year or less teachers and/or experienced teachers who need additional support	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Principal	August 2026- May 2027
Utilize a co-teach model with classroom teachers in grades 3–5 to support the implementation of differentiated instruction and meet diverse student needs	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026 - May 2027
Systematically collect, analyze, and review student outcome data to evaluate program effectiveness and student achievement. The review process includes the analysis of key performance indicators such as student achievement and growth, attendance, discipline and teacher observation data	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026 - May 2027
Review NWEA MAP math and reading data with campus staff (Fall, Winter, Spring)	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	October 2026
Provide targeted small group instruction tailored to individual student performance levels	Lever 5: Effective Instruction	Classroom Teachers Academic Specialists	August 2026- May 2027

### **Mead Elementary Milestones and Performance Management Plan**

<b>Milestone</b>	<b>Aligned Effective School Framework (ESF) Lever</b>	<b>Department Responsible</b>	<b>Timeline</b>
Develop an observation system for bi-weekly	Lever 5: Effective Instruction	Department of Administration	August

feedback to support instructional goals, including: small group instruction related to data, mini lessons taught by the specialists, content-based learning instructional strategies incorporating listening, speaking, reading, and writing across all subject areas		Office of Continuous Improvement Campus Principal	2025
Create and implement a targeted coaching plan using observation feedback and student data to build capacity with 2 year or less teachers and/or experienced teachers who need additional support	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Principal	August 2025- May 2026
Utilize a co-teach model with classroom teachers in grades 3–5 to support the implementation of differentiated instruction and meet diverse student needs	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Implement evidence-based strategies for English Language Learners across all instructional periods	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Systematically collect, analyze, and review student outcome data to evaluate program effectiveness and student achievement. The review process includes the analysis of key performance indicators such as student achievement and growth, attendance, discipline and teacher observation data	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Review NWEA MAP math and reading data with campus staff (Fall, Winter, and Spring)	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	October 2025
Establish and implement schoolwide routines for students, focusing on common areas	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2025- May 2026

Provide technology for students to complete online interventions during non-school hours	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Technology Department of Administration Campus Principal	August 2025- May 2026
Provide targeted tutoring during Thanksgiving and Winter break to support the continuance of learning during the absence of school	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Targeted intervention during the Learning Tree Program to strengthen skills in math and reading	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Provide targeted small group instruction tailored to individual student performance levels	Lever 5: Effective Instruction	Classroom Teachers Academic Specialists	August 2025- May 2026
Provide after-school tutoring for students in grades 2–5 to accelerate academic growth	Lever 5: Effective Instruction	Learning Tree Staff Department of Curriculum & Instruction Director of Adult & Community Education Campus Principal	August 2025- May 2026
Develop the campus improvement plan and identify key data points and monitoring measures for tracking student progress	Lever: 5 Effective Instruction	Office of Continuous Improvement Campus Principal	July 2026
Provide summer professional development supporting the implementation of the newly adopted math curriculum, including support on high quality instructional materials (HQIM) lesson internalization and research-based instructional practices implementation.	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal Office of Continuous Improvement	June- August 2026
Implement new math high quality instructional materials in all elementary school classrooms	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August-- November 2026

Provide training for the new English Language Proficiency Standards (ELPS) to central office and campus staff	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal Office of Continuous Improvement	August 2026
Continue to utilize the observation system for bi-weekly feedback supporting instructional goals, including: small group instruction related to data, mini lessons taught by the specialists, content-based learning instructional strategies incorporating listening, speaking, reading and writing across all subject areas	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2026
Reinforce schoolwide routines for students focusing on common areas	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2026 - May 2027
Continue to utilize a targeted coaching plan using observation feedback and students' data to build capacity through differentiated support based on teacher readiness	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027
Utilize a co-teach model with classroom teachers in grades 3–5 to support the implementation of differentiated instruction and meet diverse student needs	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026 - May 2027
Implement evidence-based strategies for English Language Learners across all instructional periods	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027
Systematically collect, analyze, and review student outcome data to evaluate program effectiveness and student achievement. The review process includes the analysis of key performance indicators such as student achievement and growth, attendance, discipline, and teacher observation	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027

data			
Establish and implement school-wide routines for students focusing on common areas	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2026- May 2027
Review NWEA MAP math and reading data with campus staff (Fall, Winter, and Spring)	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027
Provide targeted small group instruction tailored to individual student performance levels	Lever 5: Effective Instruction	Classroom Teachers Academic Specialists	August 2026- May 2027
Targeted intervention during Learning Tree Program to strengthen skills in math and reading	Lever 5: Effective Instruction	Department of Curriculum & Instruction Director of Adult and Community Education Department of Administration Campus Principal	August 2026- May 2027
Provide after-school tutoring for students in grades 2–5 to accelerate academic growth	Lever 5: Effective Instruction	Learning Tree Staff Department of Curriculum & Instruction Campus Principal	August 2026- May 2027

### Glass Elementary Milestones and Performance Management Plan

Milestone	Aligned Effective School Framework (ESF) Lever	Department Responsible	Timeline
Utilize the Texas Teacher Evaluation and Support System (T-TESS) observation system for bi-weekly feedback to support instructional goals including: student discourse, depth of knowledge questions and differentiated instruction incorporated in all teaching structures across all subject areas	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2025

Utilize schoolwide Positive Behavior Interventions and Supports (PBIS)	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2025- May 2026
Create and implement a targeted coaching plan using observation feedback and student data to build capacity with 2-year or less teachers and/or experienced teachers who need additional support	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Principal	August 2025- May 2026
Utilize a co-teach model with classroom teachers in grades 3–5 to support the implementation of differentiated instruction and meet diverse student needs	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Systematically collect, analyze, and review student outcome data to evaluate program effectiveness and student achievement. The review process includes the analysis of key performance indicators such as student achievement and growth, attendance, discipline and teacher observation data	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Review NWEA MAP math and reading data with campus staff (Fall, Winter, Spring)	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	October 2025
Provide Content-Based Learning (CBLI) instruction to campus staff	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	October 2025
Provide targeted small group instruction tailored to individual student performance levels	Lever 5: Effective Instruction	Classroom Teachers Academic Specialists	August-May 2026
Develop the campus improvement plan and identify key data points and monitoring measures for tracking student progress	Lever: 5 Effective Instruction	Office of Continuous Improvement Campus Principal	July 2026
Provide summer professional development supporting the implementation of the newly adopted math	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration	June- August 2026

curriculum, including support on High Quality Instructional Materials (HQIM) lesson internalization and Research-Based Instructional Strategies (RBIS) implementation		Campus Principal Office of Continuous Improvement	
Implement new math HQIM materials in all elementary school classrooms	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August- November 2026
Provide training for the new English Language Proficiency Standards to central office and campus staff	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal Office of Continuous Improvement	August 2026
Continue to utilize T-TESS observation system for bi-weekly feedback to support instructional goals including: student discourse, depth of knowledge questions and differentiated instruction incorporated in all teaching structures across all subject areas	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2026
Utilize schoolwide Positive Behavior Interventions and Supports (PBIS)	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2026-- May 2027
Continue to utilize a targeted coaching plan using observation feedback and student data to build capacity with 2 year or less teachers and/or experienced teachers who need additional support	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Principal	August 2026- May 2027
Utilize a co-teach model with classroom teachers in grades 3–5 to support the implementation of differentiated instruction and meet diverse student needs	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026 - May 2027
Systematically collect, analyze, and review student outcome data to evaluate program effectiveness and student achievement. The review process includes the analysis of key performance indicators such as student achievement and growth, attendance, discipline and teacher observation data.	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026 - May 2027

Review NWEA MAP math and reading data with campus staff (Fall, Winter, Spring)	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal Campus Leadership	August 2026 - May 2027
Provide targeted small group instruction tailored to individual student performance levels	Lever 5: Effective Instruction	Classroom Teachers Academic Specialists	August 2026 - May 2027

### **Neff Middle School Milestones and Performance Management Plan**

<b>Milestone</b>	<b>Aligned Effective School Framework (ESF) Lever</b>	<b>Department Responsible</b>	<b>Timeline</b>
Develop and implement an observation system for bi-weekly feedback to support instructional goals including Frequent Small Group Talk, utilization of high-yield research-based instructional practices, and lesson internalization	Lever 5: Effective Instruction	Department of Administration Office of Continuous improvement Campus Principal	August 2025
Establish and implement schoolwide routines for students including AM arrival/PM dismissal, lunch, passing periods and classroom expectations following the Texan PRIDE positive behavior model	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2025- May 2026
Create and implement a targeted coaching plan using observation feedback and student data to build capacity with 2 year or less teachers and/or experienced teachers who need additional support.	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Provide professional development for campus administration and teachers on the implementation of the new STEMscopes math curriculum and lesson internalization protocol: STEMscopes meets the criteria for a High Quality Instructional Material as defined by the Texas Education Agency - TEA	Lever 5: Effective Instruction	Department of Curriculum & Instruction Office of Continuous Improvement Campus Principal	August 2025

Implement new STEMscopes math curriculum in all middle school math classrooms (grade 6 - Algebra I)	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- May 2026
Conduct learning walks in all middle school math classrooms to monitor implementation of STEMscopes; based on results, conduct professional learning for the Math Leadership Team & the administrative supervisor for Math to deepen teacher practices in lesson internalization and ensure implementation of STEMscopes curriculum	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025- September 2025
Provide professional learning for campus administration on Reading Language Arts (RLA) STAAR, with emphasis on Short Construction Response (SCR) and Extended Construction Response (ECR) integrated reading and writing tasks and the corresponding assessment rubric	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	September 2025
Facilitate the ECR calibration process for all campus ELA teachers to ensure understanding of the ECR rubric and alignment to ELA instruction	Lever: 5 Effective Instruction	Campus Principal Academic Dean Instructional Coaches Department of Curriculum & Instruction	October 2025
Utilize ECR tasks/prompts embedded in the NISD ELA curriculum for each unit; after each ECR assessment review student data at the campus and teacher levels; provide students with timely feedback to increase understanding of the task/prompt and assessment rubric; create and implement a response plan to ensure student needs are addressed	Lever: 5 Effective Instruction	Campus Principal Academic Dean Instructional Coaches Department of Curriculum & Instruction	October 2025- March 2026
Utilize Texan Tuesday Teacher Training (weekly) to provide “just in time” professional learning and reinforcement for instructional campus goals	Lever: 5 Effective Instruction	Campus Principal Academic Dean Head Counselor Special Education Coordinator	August 2025- May 2026
Continue to provide targeted professional learning to all math teachers and math supervisors/T-TESS appraisers regarding the implementation and internalization of STEMscopes for all middle school math teachers	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	February 2026

Conduct learning walks in all middle school math classrooms to monitor implementation of STEMscopes; based on results, conduct professional learning for the Math Leadership Team & Math T-TESS appraiser to deepen teacher practices in lesson internalization and ensure implementation of STEMscopes curriculum	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	February 2026
Utilize NWEA Spring MAP math and reading data and STAAR data to ensure strategic teacher placement in the master schedule for the upcoming school year	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	May 2026
Attend professional learning based on John Hattie's Visible Learning focused on accelerating learning results by improving student discourse (Region 20)	Lever: 5 Effective Instruction	Campus Principal Academic Dean Instructional Coaches	June 2026
Integrate the strategies learned in the Region 20 session into the 26-27 campus professional learning plan to support the continued focus on Frequent Small Group Talk and to deepen teacher practice	Lever: 5 Effective Instruction	Campus Principal Academic Dean Instructional Coaches	June 2026
Design the professional development plan to support instructional goals throughout the year including: professional learning communities, Frequent Small Group Talk, critical writing, data protocols and disaggregation	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	July 2026- August 2026
Develop and implement an observation system for bi-weekly feedback to support instructional goals including, Frequent Small Group Talk and utilization of high-yield research-based instructional practices and lesson internalization	Lever 1: Strong School Leadership and Planning Lever: 5 Effective Instruction	Department of Administration Office of Continuous improvement Campus Principal	August 2026
Establish and implement school-wide routines for students including AM arrival/PM dismissal, lunch, passing periods and classroom expectations following our Texan PRIDE positive behavior model	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2026- May 2027
Create and implement a targeted coaching plan for math and English language arts using observation, feedback and student data to support differentiated teacher support	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027

Implement the professional development plan designed to support instructional goals throughout the year including: professional learning communities, Frequent Small Group Talk, critical writing, data protocols and disaggregation	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2026- May 2027
Utilize Texan Tuesday Teacher Training (weekly) to provide “just in time” professional learning and reinforcement for instructional campus goals	Lever: 5 Effective Instruction	Campus Principal Academic Dean Head Counselor Special Education Coordinator	August 2026- May 2027
Continue year two implementation of STEMscopes math curriculum in all middle school math classrooms (grade 6 - Algebra I)	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027
Develop and implement a targeted plan to continue the practice of reviewing and assessing math priority standards over time to improve long-term retention	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- May 2027
Provide professional learning/updates on STEMscopes and priority standards data to principals and academic deans (quarterly)	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration Yvonne, Correa, Campus Leadership	August 2026- May 2027
Provide professional development for campus administration and teachers on the continued implementation of STEMscopes math curriculum and lesson internalization protocol: STEMscopes meets the criteria for a High Quality Instructional Material as defined by the Texas Education Agency - TEA	Lever 5: Effective Instruction	Department of Curriculum & Instruction Office of Continuous Improvement Campus Principal	August 2026
Provide the Math Leadership Team & Math supervisor/appraiser with professional learning to ensure lesson internalization and focus on the implementation of STEMscopes curriculum	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	September 2026
Conduct learning walks in all middle school math classrooms to monitor implementation of STEMscopes; based on results, conduct professional learning for the Math Leadership Team & Math T-TESS appraiser to deepen teacher practices in lesson internalization and ensure implementation of STEMscopes curriculum	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2026- Sept 2026

Provide professional learning for campus administration on Reading Language Arts (RLA) STAAR, with emphasis on Short Construction Response (SCR) and Extended Construction Response (ECR) integrated reading and writing tasks and the corresponding assessment rubric	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	September 2026
Facilitate the ECR calibration process for all campus ELA teachers to ensure understanding of the ECR rubric and alignment to ELA instruction	Lever: 5 Effective Instruction	Campus Principal Academic Dean Instructional Coaches Department of Curriculum & Instruction	October 2026
Utilize ECR tasks/prompts embedded in the NISD ELA curriculum for each unit; after each ECR assessment review student data at the campus and teacher levels; provide students with timely feedback to increase understanding of the task/prompt and assessment rubric; create and implement a response plan to ensure student needs are addressed	Lever: 5 Effective Instruction	Campus Principal Academic Dean Instructional Coaches Department of Curriculum & Instruction	October 2025- March 2026
Campus administration will utilize NWEA Spring MAP math and reading data and STAAR data to ensure strategic teacher placement in the master schedule for the upcoming school year	Lever 4: High-Quality Instructional Materials and Assessments	Department of Curriculum & Instruction Department of Administration Campus Principal	May 2027

## **Resources**

The following resources have been strategically allocated to improve student achievement and instructional quality. Through intentional staffing and scheduling, personnel are deployed to maximize instructional impact. The plan includes the implementation of after-school programs and tutorials, extended learning time, and targeted interventions for students.

## **Learning Acceleration Support Opportunities (LASO)**

Description/Item	How many?	Cost	Funding Source	Total
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<b>Strong Foundations Planning (SFP)</b> provides direct grant funds to the Local Education Agency (NISD) for technical assistance to develop a strong instructional framework in math, based on the research-based instructional strategies (RBIS), to guide teaching and learning in the LEA.	1	\$300,000 Award	Texas Education Agency (TEA)	\$300,000 Award
<b>Leadership &amp; Instructional Foundations for Texas (LIFT)</b> <b>(Application in Process)</b> provides a three-year program to strengthen instructional systems across districts and campuses, building instructional capacity around the HQIM adoption process	1	TBD	Texas Education Agency (TEA)	TBD

### District Campus Supports

Description/Item	How many?	Cost	Funding Source	Total
Turnaround Professional Stipends	2	\$5,000 per person	199-General Fund	\$10,000
Program Stipends *Bilingual/ESL	3	(2) Bilingual \$2,500 (1) ESL \$1,500	199-General Fund	\$6,500

Solution Tree Professional Learning Communities Conference	25	\$799.00 per person	199-General Fund	\$19,975
Assistant Principal (Neff Middle School)	1	\$12,000	199-General Fund	\$12,000
Retired Teacher Coach -ELA (Neff Middle School)	1	\$18,600	Title II	\$18,600
Turnaround Administrator	1	\$245.00 per day-Pending TRS Surcharge and other employer cost	199-General Fund	\$43,000
Total	\$110,075			