

Northside Independent School District Targeted Improvement Plans



Carlos Coon Elementary, Colonies North Elementary, Howsman Elementary, Knowlton Elementary, Linton Elementary, McDermott Elementary, Passmore Elementary, and Rhodes Elementary, Rayburn Middle, Holmes High, Jay High, and Stevens High

As required by the Texas Education Agency (TEA), a Campus Targeted Improvement Plan (TIP) must be developed for a campus that has received an F, consecutive unacceptable ratings (D), or labeled a Comprehensive Support and Improvement. A Targeted Improvement Plan is a year-long improvement plan.

All twelve campuses developed and are implementing Targeted Improvement Plans with the goal of achieving an acceptable rating of “C” or higher.

As part of the improvement process, stakeholder feedback is essential to the process. There are several important dates in this process for all campuses involved in a Targeted Improvement Plan: **Board Academics Committee review on March 19, 2025 and Board public hearing and approval on March 24, 2025.**

Stakeholder Engagement Elementary Campuses

Campus Stakeholder Meetings	Carlos Coon Elementary	Colonies North Elementary	Howsman Elementary	Knowlton Elementary	Linton Elementary	McDermott Elementary	Passmore Elementary	Rhodes Elementary
Public Notice and Posted on Website:	October 20, 2025	October 17, 2025	October 17, 2025	October 17, 2025	October 20, 2025	October 20, 2025	October 17, 2025	October 17, 2025
Staff Meeting:	October 20, 2025	October 27, 2025	October 21, 2025	October 20, 2025	October 20, 2025	October 20, 2025	October 27, 2025	October 27, 2025
Public Community Meeting:	October 29, 2025	October 29, 2025	October 21, 2025	October 22, 2025	October 29, 2025	October 21, 2025	October 30, 2025	October 30, 2025

Secondary Campuses

	Rayburn Middle	Holmes High	Jay High	Stevens High
Public Notice and Posted on Website:	October 17, 2025	October 22, 2025	September 12, 2025	October 15, 2025
Staff Meeting:	August 8, 2025	October 22, 2025	September 24, 2025	October 6, 2025
Public Community Meeting:	October 23, 2025	October 28, 2025	September 17, 2025	October 23, 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 Targeted Improvement Plan (TIP) was conducted during an Academics Committee Meeting with the Superintendent and the Board of Trustees, and an overview was presented at the March 24, 2026 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 Targeted Improvement Plans. 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 Targeted Improvement Plan Community Feedback](#).

School Improvement Strategy

The School Improvement Strategy selected for our Targeted Improvement Plan 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.

Elementary Campuses

District Improvement Strategy	Intensive Curriculum & Instruction Improvements
2025-2026	K-5 Math Strong Foundations Planning

Secondary Campuses

District Improvement Strategy	Intensive Curriculum & Instruction Improvements
2025-2026	Middle School: 6-Algebra I High Quality Instructional Materials (STEMscopes) Implementation High School: Algebra 1, Algebra 2, Geometry, and Pre-calculus (Adoption 2026-2027)

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.

Principal Supervisors Professional Learning for School Year 2025-2026		
Date	Content	Audience
Monthly 2025-2026	<u>Region 20 Coaching Support</u> 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 (High Quality Instructional Materials) HQIM implementation within PLCs and classroom visits, and professional development opportunities based on feedback and continuous improvement efforts.	Principal Supervisors Campus Principals
July 2025	<u>Northside Leadership Institute</u> 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	<u>Effective Schools Framework (ESF)</u> 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	<u>Accountability Training</u> 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	<u>Research-Based Instructional Strategies (RBIS) Training</u> 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	<u>Foundational Leadership Instructional Practices and Systems (FLIPS) Training</u> 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	Instructional Specialist Coaching 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
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Campus Principals/Campus Leaders Professional Learning for School Year 2025-2026		
Date	Content	Audience
Monthly 2025-2026	<u>Leadership Meetings</u> Principals engage directly with the superintendent and executive team to ensure a clear and unified understanding of district priorities, high quality instructional materials (HQIM), observation and walkthrough feedback, data analysis, and current leadership needs.	Superintendent Principal Supervisors Campus Principals Curriculum & Instruction Central Office Leaders
Monthly 2025-2026	<u>Associate Principal Meetings</u> 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	<u>MAP (Measures of Academic Progress) Implementation and Learning Support</u> 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	<u>Title 1 Meetings</u> 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	<u>High-Impact, Job-Embedded Coaching and Support</u> 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 PLCs 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	<u>Texas Teacher Evaluation and Support System (T-TESS) Calibration</u>	Campus Principal

2025-2026	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.	Associate Principal Principal Supervisors Curriculum & Instruction
Quarterly 2025-2026	<u>Northside Elementary Leadership Academy (NELA)</u> 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.	Elementary Principals Associate Principals Principal Supervisors Curriculum & Instruction
July 2025	<u>Leadership Institute</u> 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	<u>Accountability Training</u> 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	<u>Campus Improvement Plan</u> 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	<u>Effective Schools Framework (ESF)</u> 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

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

Date	Content	Audience
Ongoing	<p><u>Job-Embedded Training and Coaching</u> 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.</p>	Classroom Teachers Campus Principals
Ongoing	<p><u>Educator's Edge Session</u> We offer over 35 professional learning sessions in science, math, and RLA. Science and math sessions are delivered live virtually and recorded for later access, while RLA training is available as on-demand videos.</p>	Classroom Teachers
Ongoing	<p><u>Red Wagon Program</u> 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.</p>	1st Year Teachers Campus Leaders
Ongoing	<p><u>Instructional Coaching (Teaching and Learning Department)</u> 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.</p>	2nd year teacher and/or self-selected for additional support needed Campus Principals
Ongoing	<p><u>Planting Seeds</u> 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.</p>	Classroom Teachers
Ongoing	<p><u>Content-Based Language Instruction (CBLI)</u> 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.</p>	Bilingual/ESL Teachers Campus Principals
Ongoing	<p><u>Increased Support for New Teachers</u> Support provided to new teachers with two years or less experience by academic specialists and model teachers who provide targeted mentoring and coaching. This focused support includes personalized guidance on instructional strategies, classroom management, and curriculum</p>	Classroom Teachers with two years or less experience

	implementation to build confidence and effectiveness.	
July 2025	<u>eNgagement Academy</u> 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	<u>Accountability Training</u> 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	<u>High-Quality Instruction in Bilingual Transitional Early-Exit Programs through Professional Learning Communities (PLCs)</u> 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	<u>Monitoring Campus Improvement Strategies</u> 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	<u>New Teacher Academy</u> 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	<u>1st & 2nd Grade Teacher Professional Learning: Phonics Instruction</u> 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	<u>Implementing a Coaching Cycle to Strengthen Language and Content Integration</u> 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 2025	<u>1st & 2nd Grade Teacher Professional Learning: Phonics Instruction</u> 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

<p>October 2025</p>	<p><u>1st & 2nd Grade Teacher Professional Learning: Phonics Instruction</u> 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.</p>	<p>1st and 2nd grade Teachers</p>
<p>November 2025</p>	<p><u>1st & 2nd Grade Teacher Professional Learning: Phonics Instruction</u> 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.</p>	<p>1st and 2nd grade Teachers</p>
<p>February 2026</p>	<p><u>1st & 2nd Grade Teacher Professional Learning: Phonics Instruction</u> 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.</p>	<p>1st and 2nd grade Teachers</p>

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 (K-12 District Overview)

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

Elementary Milestones and Performance Management Plan

Milestone	Aligned Effective School Framework (ESF) Lever	Department Responsible	Timeline
Develop an observation system for bi-weekly 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	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 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 school-wide 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 accelerate academic growth	Lever 5: Effective Instruction	Department of Curriculum & Instruction Director of Adult & Community Ed. 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

Middle School Milestones and Performance Management Plan

Milestone	Aligned Effective School Framework (ESF) Lever	Department Responsible	Timeline
Develop and implement an observation system for bi-weekly feedback that supports campus instructional goals to include: alignment to the TEKS, evidence of student listening. speaking, reading and writing, support and differentiation for all learners and purposeful questioning during instruction	Lever 5: Effective Instruction	Department of Administration Office of Continuous improvement Campus Principal	August 2025
Establish and implement school-wide routines for students including AM arrival / PM dismissal, lunch, passing periods and classroom expectations following our Raider Rules and Positive Behavior Incentives.	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- Sept 2025
Provide professional learning for campus administration on Reading Language Arts (RLA) STAAR, with emphasis on Short Construction	Lever: 5 Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	September 2025

Response (SCR) and Extended Construction Response (ECR) integrated reading and writing tasks and the corresponding assessment rubric			
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
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	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	July 2026- August 2026

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High School Milestones and Performance Management Plan

Milestone	Aligned Effective School Framework (ESF) Lever	Department Responsible	Timeline
Prepare campus professional development focusing on professional learning communities, data protocols, and disaggregation. District provided PD by HS Math on research-based effective practices such as Fundamental 5-Framing the Lesson (Mike Laird & Sean Cain), Building Thinking Classrooms (Peter Liljedahl).	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	June 2025
Identify key data points and monitoring measures for tracking student progress	Lever: 5 Effective Instruction	Office of Continuous improvement Campus Leadership	July 2025
Complete hiring all staff positions	Lever: 2 Strategic Staffing	Department of Curriculum & Instruction Department of Administration Department of Human Resources Campus Principal	August 2025
Identify key student data related to CCMR graduation status. Meet with all teachers with non-CCMR students to identify their path.	Lever 1: Strong School Leadership and Planning	Campus Principal	August 2025
State and Federal Accountability professional development for elementary, middle, and high school	Lever 1: Strong School Leadership and Planning	Office of Continuous improvement	August 2025
Develop and implement an observation system for bi-weekly feedback to support instructional goals and see evidence of data driven instructional practices.	Lever 5: Effective Instruction	Department of Curriculum & Instruction Department of Administration Campus Principal	August 2025
Conducted Accountability, A-F Rating, and Student Data professional development	Lever 1: Strong School Leadership and Planning	Office of Continuous improvement	August 2025
Implement professional development to support instructional goals throughout the year professional learning communities, data protocols and disaggregation.	Lever 5: Effective Instruction	Department of Administration Office of Continuous Improvement Campus Principal	August 2025
Establish school-wide routines for students, including student success assemblies and advisory.	Lever 3: Positive School Culture	Department of Administration Campus Principal	August 2025

Focused on priority standards, English Language Proficiency Standards (ELPS), Content Based Language Instruction	Lever 2: Strategic Staffing Lever 5: Effective Instruction	Department of Curriculum and Instruction Campus Principal	August 2025
Develop a data protocol that continuously monitors student progress using NWEA MAP (BOY, MOY, and EOY), Summit K-12 (MOY), common formative assessments, and summative assessments following the District Testing Calendar	Lever 5: Effective Instruction	Office of Continuous improvement Campus Principal	August 2025
Implement professional learning communities through PLC agendas to support classroom instruction	Lever 5: Effective Instruction	Office of Continuous improvement Campus Principal	August 2025
Create and implement a targeted coaching plan using observation feedback and students data to support both teachers with two or less years of experience, inexperienced and teachers with more than two years of experience	Lever 5: Effective Instruction	Department of Curriculum and Instruction Department of Administration Campus Principal	August 2025
Attended Effective Schools Framework professional development	Lever 1: Strong School Leadership and Planning	Department of Administration Department of Curriculum and Instruction Office of Continuous improvement Campus Principal	September 2025
First nine-week superintendent performance reviews to evaluate metrics and analyze school-wide instructional data to monitor progress toward student success outcomes and TIP implementation.	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Administration Department of Curriculum and Instruction Office of Continuous improvement Campus Principal	October 2025
Monitor efficiency of professional learning communities through PLC agendas to support classroom instruction	Lever 5: Effective Instruction	Campus Principal	October 2025
ESF Classroom visits and review	Lever 1: Strong School Leadership and Planning	Department of Administration Office of Continuous improvement Campus Principal	October 2025
Review monitoring measures using student and teacher data to review progress towards Campus Improvement Plan performance objectives.	Lever 5: Effective Instruction	Campus Principal	October 2025
Texas Center for School Accountability, Dee Carney Accountability Training: Academic Accountability 101: Preparing for the Future	Lever 1: Strong School Leadership and Planning	District Leadership Principal Managers Campus Principals	October 2025

Texas School Academic Accountability 201: The Federal Connection Course PEIMS and Academic Accountability for District and Campus Leaders			
Professional development support for all staff through small group instruction/rotations: special education data collection and analysis, student level progress monitoring, and effective data analysis protocols.	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Campus Principal	November 2025
ESF Classroom visits and review	Lever 1: Strong School Leadership and Planning	Department of Administration Campus Principal	November 2025
Texas Center for School Accountability, Dee Carney Accountability Training: Academic Accountability 101: Preparing for the Future	Lever 1: Strong School Leadership and Planning	District Leadership Principal Managers Campus Principals	November 5, 2025
Review MOY student and teacher data; review the current plan, using the multiple measures of data (student learning and discipline, teacher efficacy) consider adjustments in the master schedule	Lever 5: Effective Instruction	Department of Administration Department of Curriculum and Instruction Campus Principal	January-February 2026
Identify key student data related to CCMR graduation status. Identify all 11-12 grade students who are not CCMR. Meet with all CCMR path teachers to assess progress, problem solve, and project likely outcomes.	Lever 1: Strong School Leadership and Planning	Campus Principal	January 2026
Second nine-week superintendent performance reviews to evaluate metrics and analyze school-wide instructional data to monitor progress toward student success outcomes and TIP implementation.	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Administration Department of Curriculum and Instruction Office of Continuous improvement Campus Principal	January 2026
Provide mandatory content-based learning instruction professional development sessions to support teachers with two or less years of experience.	Lever 5: Effective Instruction	Campus Principal	January 2026
Monitor efficiency of professional learning communities through PLC agendas to support classroom instruction	Lever 5: Effective Instruction	Campus Principal	February 2026
Reinforce professional development to support instructional goals throughout the year professional learning communities, data protocols, and disaggregation.	Lever 5: Effective Instruction	Department of Administration Office of Continuous improvement Campus Principal	February 2026

Recruit Teacher Incentive Allotment designated teachers to highest need campuses	Lever 2: Strategic Staffing	Department of Human Resources	February 2026
Third nine-week superintendent performance reviews to evaluate metrics and analyze school-wide instructional data to monitor progress toward student success outcomes and TIP implementation.	Lever 1: Strong School Leadership and Planning Lever 5: Effective Instruction	Department of Administration Department of Curriculum and Instruction Office of Continuous improvement Campus Principal	March 2026
Review monitoring measures using student and teacher data to review progress towards Campus Improvement Plan performance objectives.	Lever 5: Effective Instruction	Campus Principal	March 2026
Hire for Year 2	Lever 2: Strategic Staffing	Department of Human Resources Campus Principal	April 2026
Evaluate data protocol that continuously monitors student progress using NWEA MAP (BOY, MOY, and EOY), Summit K-12 (MOY), common formative assessments, and summative assessments following the District Testing Calendar	Lever 5: Effective Instruction	Department of Curriculum and Instruction Department of Administration Campus Principal	May 2026
Review EOY stakeholder (student, staff, and parent) engagement data	Lever 3: Positive School Culture	Department of Administration Campus Principal	May 2026
Review monitoring measures using student and teacher data to review progress towards Campus Improvement Plan performance objectives.	Lever 5: Effective Instruction	Department of Administration Campus Principal	May 2026