

Hallsville Independent School District North Elementary

2022-2023 Campus Improvement Plan



Mission Statement

Creating a nurturing environment where learners rise to their potential.

Vision

Where everyone is safe, respected, valued and celebrated.

Core Beliefs

- ALL kids matter and ALL kids can be successful
- Partner with families to raise strong active members of the community
- We will see growth in all areas
- We ARE family.

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

The HISD needs assessment resulted from a collaboration between DEIC committee members, DEIC subcommittee members, district and campus leadership (ILT), and all stakeholders that completed feedback.

DEIC committee members include:

- Elected, representative professional staff, including at least one SpEd teacher and 2/3 classroom teachers
- Parents of students enrolled in HISD
- Business representatives from Hallsville ISD boundaries
- Community members from Hallsville ISD boundaries

DEIC subcommittee members include:

- A representative from each campus (typically an assistant principal)

ILT committee members include:

- District administration
- Campus principals
- Deans
- District directors and coordinators

School Processes & Programs

School Processes & Programs Summary

HISD acts, in all things, as a Professional Learning Community. Based on perceptions from staff, these practices are strong across the district. According to perceptions from staff, HISD has a strong service model for our GT and ESL students. Staff members are excited about upcoming changes in our special education staff being housed on the campus, as campuses felt they needed more support by highly trained professionals in this area. Staff feel positively about the district's RtI procedures, including the newly implemented behavior steps. Areas of growth for the district would be our technology infrastructure and STEAM in grades K-8. There are concerns about how to serve EL newcomers and the growing dyslexia population. There are also concerns of applicant pools for teaching staff.

Professional development is planned through examining data and consulting with stakeholders. Principals have input into P.D. during Instructional Leadership Team meetings and teachers have input through their SBD and lead teacher teams.

HISD is implementing a SEL curriculum this year based on data from behavior RtI and surveys indicating this is a need across the district.

Priority Problem Statements

Demographics

Demographics Summary

Hallsville ISD is located in the heart of East Texas, nestled between Longview and Marshall along the I-20 corridor. The town of Hallsville is approximately 4 square miles with a little less than 4,000 residents, according to the 2017 census. However, the school district covers approximately 188 square miles and has more than 18,000 residents. The median age in city limits is 36 years, with 90% of the population being white, followed by 5% Hispanic. The median household income within city limits is \$82, 802, with 33.5% of those households holding a degree above high school. Texas' median income is \$57. 051.

The school district serves over 5,300 students in grades pre-K through 12, and is served by a staff of approximately 700 individuals. Of this staff, around 350 are professional educators. Additionally, HISD also serves approximately 7500 students through the Texas Virtual Academy of Hallsville. The number served by TVAH is increasing to 10,000 for the 2020-2021 school year.

Of the brick and mortar students, HISD's highest growth is in our Hispanic and EL student populations. HISD is well over the state in White students (74% compared to 27%) and Two or More Races (3.9% compared to 2.4%). Even though our EL are growing, we are still well below the state averages (3.8% compared to 19.5%). All other races/ethnicity groups are below state averages. HISD has less Economically Disadvantages and At-Risk than state averages, but the populations are growing for HISD. Ecodis (44% compared to 60.6%) and At-Risk (32% compared to 50%).

Staff data for HISD indicates that 93% of our teaching staff is White, which is disproportionate to our student ethnicities (see above). The average years experience is 12 years, with people staying an average of 8 years in the district.

Demographics Strengths

Our ESL groups tend to make a significant amount of growth.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our ECD is increasing **Root Cause:** Our school zone boundaries are changing

Student Learning

Student Learning Summary

Locally developed curriculum-based assessment passing standards are at 70% while the state's standards fluctuate. Our students accelerated instruction is based on the higher standard in order for students to continue to achieve at a higher standard.

North Preliminary STAAR Performance Data												
	Approaches or Above				Meets or Above				Masters or Above			Total # of Students
	2022	2021	2019		2022	2021	2019		2022	2021	2019	
3rd Math	88%	92%	94%	-4%	62%	59%	69%	3%	31%	31%	41%	179
3rd Reading	88%	89%	87%	-1%	62%	61%	59%	1%	39%	35%	40%	179
	Approaches or Above				Meets or Above				Masters or Above			Total # of Students
	2022	2021	2019		2022	2021	2019		2022	2021	2019	
4th Math	86%	80%	88%	-6%	62%	55%	60%	3%	38%	35%	37%	370
4th Reading	85%	80%	83%	4%	60%	47%	54%	1%	32%	35%	30%	370

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Accountability Distinction Designations
- Federal Report Card and accountability data
- Local Accountability Systems (LAS) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Texas approved PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Study of best practices

Goals

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 1: Reading Improvement -

75% of 3rd and 4th grade students will score Meets or above on STAAR.

3rd Grade: 100% of students will show growth in the area of reading and Meets or above will rise from 62% to 72% for all students.

4th Grade: 100% of students will show growth in the area of reading and Meets or above will rise from 60% to 70% for all students.

Evaluation Data Sources: STAAR

Local Common Formative Assessments

Rtl and Intervention Data

Circle

TX-KEA





TPRI

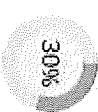







K-5 use F&P BAS







NWEA (for TVAH)

4-English II use STAAR and/or ISIP

EL students use TELPAS and Summit K-12 in addition to those above

Strategy 1 Details		Formative Reviews		
Strategy 1: Train and support 100% of new teachers, and teachers in need of assistance, in grades K-4 in guided reading practices. Strategy's Expected Result/Impact: All students reading on grade level Classroom intervention in a timely manner Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TVAH Administrators District Reading Specialist	Formative			
	Oct	Jan	Apr	
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Reading Academy K-3 initiative will continue with K-1 staff and 3rd/4th (TVAH). Strategy's Expected Result/Impact: Growth for all students in Reading Implementation of strategies in classrooms Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TVAH Administrators District Reading Specialist	Formative			
	Oct	Jan	Apr	
				

Strategy 3 Details		Formative Reviews		
Strategy 3: Evidence of Reading Academy training in lesson plans and walkthrough data. Strategy's Expected Result/Impact: Decrease in referrals to intervention Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TV/AH Administrators District Reading Specialist		Formative		
		Oct	Jan	Apr
				
Strategy 4 Details		Formative Reviews		
Strategy 4: All students will get the remediation required through in class supports, enrichment, and/or intervention. Strategy's Expected Result/Impact: Accelerated learning All students on grade level Increase in state assessments Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TV/AH Administrators District Reading Specialist		Formative		
		Oct	Jan	Apr
				
Strategy 5 Details		Formative Reviews		
Strategy 5: Professional development will be targeted to address new ELA standards and the emphasis on combining writing with all subjects. Strategy's Expected Result/Impact: Students writing across curricular areas Increased assessment scores Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TV/AH Administrators District Reading Specialist		Formative		
		Oct	Jan	Apr
				
Strategy 6 Details		Formative Reviews		
Strategy 6: District level Reading Specialist will coordinate K-8 schoolwide initiatives, including targeted intervention, Reading Academies, professional development, and CIA support. Strategy's Expected Result/Impact: All students on grade level All students showing growth Fewer dyslexia/dysgraphia referrals Staff Responsible for Monitoring: Assistant Superintendent Campus Principals Assessment Coordinator TV/AH Administrators District Reading Specialist		Formative		
		Oct	Jan	Apr
				

Strategy 7 Details		Formative Reviews			
Strategy 7: District and Campus Instructional Leadership Team will review data at least quarterly as a team and individually with principals, including Individual Student Growth Plans. Strategy's Expected Result/Impact: Growth for all students Increase in state assessments Staff Responsible for Monitoring: Asst. Supt. of Learning Dir. of Special Education Dir. of Spec/Fed Programs TVAH Coordinator Assessment Coordinator Campus Principals		Formative			
		Oct	Jan	Apr	
					
 No Progress		 Accomplished		 Continue/Modify	 Discontinue







Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)







Performance Objective 2: Math Improvement:

75% of 3rd and 4th grade students will score Meets or above on STAAR.

All Grades: 100% of students will show growth in the area of reading and Meets or above will rise from 62% to 72% for all students.

Evaluation Data Sources: STAAR
Local Formative Assessments
Rtl and Intervention Data

Strategy 1 Details		Formative Reviews		
Strategy 1: Intentional problem solving, Number Talks, Locally developed diagnostic tool for intervention, targeted enrichment Strategy's Expected Result/Impact: Growth for all students in mathematics Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TVAH Administrators		Formative		
		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Continued professional development, coaching, instructional support by outside consultant(s). Strategy's Expected Result/Impact: Growth for all students in mathematics. Instructional strategies evident through T-TESS observations Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TVAH Administrators		Formative		
		Oct	Jan	Apr
				
Strategy 3 Details		Formative Reviews		
Strategy 3: Economically disadvantaged students have priority in math intervention and extension activities. Strategy's Expected Result/Impact: State assessment results to increase from 30% to 36% to meet state indicators Staff Responsible for Monitoring: Assistant Superintendent Campus Principals TVAH Administrators		Formative		
		Oct	Jan	Apr
				

Strategy 4 Details		Formative Reviews			
Strategy 4: District and Campus Instructional Leadership Team will review data at least quarterly as a team and individually with principals, including Individual Student Growth Plans. Strategy's Expected Result/Impact: Growth for all students Increase in state assessments Staff Responsible for Monitoring: Assistant Superintendent Campus Principals Assessment Coordinator TVAH Administrators		Formative			
		Oct	Jan	Apr	
					
 No Progress		 Accomplished		 Continue/Modify	 Discontinue

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 3: College, Career, and Military Readiness will increase. (state results) through meeting one of the TSDS PEIMS indicators.







Evaluation Data Sources: CCMR reports









Strategy 1 Details		Formative Reviews		
Strategy 1: Research and develop PK-12 alignment towards career pathways/CTE/endorsements offered 9-12. Strategy's Expected Result/Impact: STEAM emphasis PK-8 Partnerships with community Staff Responsible for Monitoring: Assistant Superintendent Director of CTE Campus Principal		Formative		
		Oct	Jan	Apr
Strategy 2 Details		Formative Reviews		
Strategy 2: North Elementary will promote College, Career, and Military Readiness by encouraging students to participate in the 3rd grade wax museum and by celebrating our career choices by		Formative		
		Oct	Jan	Apr
Strategy 3 Details		Formative Reviews		
Strategy 3: Third Grade students research, dress up as, and teach about their chosen historical figures that have impacted the future of our country by their contributions of inventions, ideas, and their ability to be role models for society.		Formative		
		Oct	Jan	Apr
No Progress		Continue/Modify		
Accomplished		Discontinue		

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 4: Provide services for those students that meet At-Risk criteria that result in them graduating high school.

Evaluation Data Sources: School records of students At-Risk
Graduation Rates

Strategy 1 Details		Formative Reviews		
Strategy 1: 100% of Homeless, Foster Care, and Pregnancy Related service students will receive appropriate services based on requirements and needs. Provide services such as transportation, supplies, school fees, and free/reduced lunch services for homeless/foster students. Strategy's Expected Result/Impact: All students in these categories will receive the supports they need to be successful. Staff Responsible for Monitoring: Director of Federal/Special Programs Campus Counselors Campus Nurses		Formative		
		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Follow the TEA approved Dyslexia handbook. Strategy's Expected Result/Impact: Students with dyslexia will progress in the curriculum Staff Responsible for Monitoring: Director of Federal/Special Programs Campus Principals Campus Dyslexia Specialists		Formative		
		Oct	Jan	Apr
				
Funding Sources: Personnel for Dyslexia Specialists - 199 - General Fund: SCE (24/30), Supplies and Materials for Dyslexia Program - 199 - General Fund: SCE (24/30), Dyslexia/Dysgraphia Testing Supplies - 199 - General Fund: SCE (24/30)				
Strategy 3 Details		Formative Reviews		
Strategy 3: Students in danger of failing or students having lost credit (grades 9-12) will be identified through Rtl for Intervention/Credit Recovery. Strategy's Expected Result/Impact: Intervention reports will show progress for each student (Read 180, edgenuity, etc) Staff Responsible for Monitoring: Assistant Superintendent Campus Principals		Formative		
		Oct	Jan	Apr
				
Funding Sources: Personnel from EOC and Credit Recovery - 199 - General Fund: SCE (24/30)				

Strategy 4 Details		Formative Reviews		
Strategy 4: Counselors will follow district system for identifying students At-Risk based on the 14 state criteria. Strategy's Expected Result/Impact: All students at-risk identified and served Staff Responsible for Monitoring: Director of Federal/Special Programs Campus Principals Campus Counselors		Formative		
		Oct	Jan	Apr
				
Strategy 5 Details		Formative Reviews		
Strategy 5: HISD will provide summer programming for credit recovery, English Learners in K/1, HB 4545, and those that need further intervention and support. Strategy's Expected Result/Impact: Accelerated instruction Students meeting grade level expectations All students meeting growth expectations Staff Responsible for Monitoring: Assistant Superintendent Director of Federal/Special Programs Campus Principals Funding Sources: Summer School Transportation - 199 - General Fund: SCE (24/30), Summer School Supplies - 199 - General Fund: SCE (24/30), Personnel for Summer Programming - 199 - General Fund: SCE (24/30)		Formative		
		Oct	Jan	Apr
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)


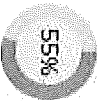




Performance Objective 5: Implement systems that promote the ability of HISD to students who score in the highest tiers on AP, PSAT, SAT, ACT, and qualify as National Merit Scholars.

Evaluation Data Sources: National Merit Designation

PSAT/SAT scores

ACT scores







AP test scores








Strategy 1 Details		Formative Reviews			
Strategy 1: Students identified as Gifted and Talented will be served in their classrooms by a certified GT teacher in grades K-12. Additionally, they will receive additional GT time with the GT coordinator in grades K-5 and GT campus specialists grades 6-8. Focus will be on expanding learning opportunities and deeper thinking. Strategy's Expected Result/Impact: GT students will collaborate with one another and expand their learning Growth in assessment Top tier PSAT scores in 8th grade Staff Responsible for Monitoring: Director of Federal/Special Programs GT coordinator	Formative				
	Oct	Jan	Apr		
					
 No Progress		 Accomplished		 Continue/Modify	 Discontinue

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 6: Students that are Emergent Bilingual that take TELPAS will meet growth indicators towards English Language Proficiency.

Evaluation Data Sources: TELPAS
Local assessment

Strategy 1 Details		Formative Reviews		
Strategy 1: Student scoring less than advanced will receive pull out services from ESL personnel and data reviewed monthly for progress and need for further intervention. Strategy's Expected Result/Impact: TELPAS growth for all students Reading on reading level Staff Responsible for Monitoring: Director of Federal/Special Programs Campus ESL Teachers Campus Principals Funding Sources: Certification Reimbursement for ESL - 199 - General Fund; SCE (24/30), DMAC/LPAC - 199 - General Fund; SCE (24/30)		Formative		
		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Parent meeting at least once per semester for just bilingual parents to train on resources and build relationships between home and school. Strategy's Expected Result/Impact: Increased student performance Increased parent participation in academics Staff Responsible for Monitoring: Director of Federal/Special Programs Campus ESL Teachers Campus Principals Funding Sources: Parent Engagement - 263 - Title III, Part A		Formative		
		Oct	Jan	Apr
				
Strategy 3 Details		Formative Reviews		
Strategy 3: Summit K-12 implemented by all students that are "Emergent Bilingual". Strategy's Expected Result/Impact: Increased student language proficiency Increased number of students able to reclassify at EOY Staff Responsible for Monitoring: Director of Federal/Special Programs Campus ESL Teachers Campus Principals		Formative		
		Oct	Jan	Apr
				

Strategy 4 Details		Formative Reviews			
Strategy 4: An additional ESL paraprofessional will be hired. Strategy's Expected Result/Impact: All emergent bilingual students will achieve at least one years growth as determined by TELPAS and STAAR assessments. Staff Responsible for Monitoring: Director of Federal/Special Programs ESL Teacher Administration		Formative			
		Oct	Jan	Apr	
					
 No Progress		 Accomplished		 Continue/Modify	 Discontinue

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 7: Provide academic and non-academic services for those students that meet poverty criteria .

Evaluation Data Sources: STAAR scores

local assessment data

stakeholder survey

Intervention data







Technology data

Strategy 1 Details		Formative Reviews		
Strategy 1: Monitor local data at least quarterly for intervention and resources needed. North Elementary is one-to-one technology campus and students have daily access to technology for classroom instruction and intervention. Strategy's Expected Result/Impact: All students will make 1 years academic growth in both math and reading. Staff Responsible for Monitoring: Assistant Superintendent Assessment Coordinator Director of Federal/Special Programs Director of Technology Campus principals Funding Sources: Supplies and Materials for At-Risk Students PK-12 - 199 - General Fund: SCE (24/30), CIP Software for TVAH - 199 - General Fund: SCE (24/30)		Formative		
		Oct	Jan	Apr
Strategy 2 Details		Formative Reviews		
Strategy 2: Provide transition to kindergarten services to students in early childhood education. Research a parental engagement program to be implemented in 2022-2023. Strategy's Expected Result/Impact: Early childhood students on level entering kindergarten Parents engaged throughout the educational K-12 experience Staff Responsible for Monitoring: Director of Federal/Special Programs Campus Principals (elementary) Funding Sources: Personnel for PK - 199 - General Fund: SCE (24/30)		Formative		
		Oct	Jan	Apr
<div><div><div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div></div><div>→ Continue/Modify</div><div><div><div>X</div><div>Discontinue</div></div></div></div></div>				

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 8: Implement systems that promote the ability of HISD to students who score in the highest tiers on AP, PSAT, SAT, ACT, and qualify as National Merit Scholars.

Evaluation Data Sources: National Merit Designation
PSAT/SAT scores
ACT scores
AP test scores







Strategy 1 Details		Formative Reviews		
Strategy 1: Students identified as Gifted and Talented will be served in their classrooms by a certified GT teacher in grades K-12. Additionally, they will receive additional GT time with the GT coordinator in grades K-5 and GT campus specialists grades 6-8. Focus will be on expanding learning opportunities and deeper thinking. Strategy's Expected Result/Impact: GT students will collaborate with one another and expand their learning Growth in assessment Top tier PSAT scores in 8th grade Staff Responsible for Monitoring: Director of Federal/Special Programs GT coordinator	Formative			
	Oct	Jan	Apr	
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 1: HISD will prepare every student for a competitive and successful future beyond K-12 education. (Student Achievement)

Performance Objective 9: K-4 students will increase their BAS level by making at least a years progress.

High Priority



Evaluation Data Sources: BAS- MOY and EOY testing






Strategy 1 Details		Formative Reviews		
<p>Strategy 1: Students reading multiple grade levels below are being placed in an Intensive Guided reading pull out program that meets 2 times per week. This pull out will begin in October.</p> <p>Strategy's Expected Result/Impact: All students will make a years progress.</p> <p>Staff Responsible for Monitoring: Teacher, Interventionists, and Admin.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>		Formative		
		Oct	Jan	Apr
				
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 2: HISD will provide quality choices to our employees that can help improve their quality of life and their financial wellbeing. (Staff Benefits and Wellness)

Performance Objective 1: Provide continuing education and options for staff that anticipate changing times and needs of individuals and their families.

Evaluation Data Sources: Survey results
PD sign in/evaluations


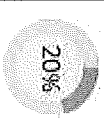





Strategy 1 Details		Formative Reviews		
Strategy 1: Provide on-going, quality professional development for teachers, campus administrators, and district administrators that align with priority areas identified through the comprehensive needs assessment and data review. Including participation in training offered by ESC 7 co-ops and other professional organizations that align with identified needs Strategy's Expected Result/Impact: Increased learning Staff Responsible for Monitoring: Assistant Superintendent Director of Federal/Special Programs Director of Special Education Director of CTE Director of Innovation Campus Principals Assessment Coordinator		Formative		
		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: HISD will provide PD focusing on identified areas of need for 2022-2023 (virtual learning-TVEAH, PLC processes, ELA and math evidenced based practices, Dyslexia assessment and instruction, 504 programs, classroom management, reducing severe behaviors, social emotional learning, new teacher mentors, and administrator evaluation practices, etc.) Strategy's Expected Result/Impact: 100% of staff trained Evidence in classrooms through T_TESS and Powerwalks Student growth Staff Responsible for Monitoring: Assistant Superintendent Director of Federal/Special Programs Director of Special Education Director of CTE Director of Innovation Campus Principals Assessment Coordinator		Formative		
		Oct	Jan	Apr
				

Strategy 3 Details				Formative Reviews		
Strategy 3: Through TCLAS Grant, offer assistance with undergraduate degrees and/or certificates to up to 6 paraprofessionals. Strategy's Expected Result/Impact: Fill vacant teaching positions Staff Responsible for Monitoring: Director of Human Resources				Formative		
				Oct	Jan	Apr
						
 No Progress				 Accomplished	 Continue/Modify	
					 Discontinue	

Goal 2: HISD will provide quality choices to our employees that can help improve their quality of life and their financial wellbeing. (Staff Benefits and Wellness)

Performance Objective 2: HISD will maintain 100% qualified staff, through state certification or district of innovation qualifications.



Evaluation Data Sources: HR records
TEA records









Strategy 1 Details		Formative Reviews		
Strategy 1: Uncertified hires will complete certification requirements within the first school year.		Formative		
Strategy's Expected Result/Impact: All staff will be certified by the end of the school year.		Oct	Jan	Apr
All students will be taught by a highly qualified teacher.				
Staff Responsible for Monitoring: Director of Human Resources				
Campus Principals				
Strategy 2 Details		Formative Reviews		
Strategy 2: All ELA teachers will be ESL certified within 3 years of being hired, or within 1 year of campus principal notification.		Formative		
Strategy's Expected Result/Impact: Improved performance of bilingual students.		Oct	Jan	Apr
Staff Responsible for Monitoring: Campus ESL Teachers				
Campus Principals				
Director of Federal/Special Programs				
Director of Human Resources				
Strategy 3 Details		Formative Reviews		
Strategy 3: ALL K-5 core teachers and 6-12 advanced teachers will be GT certified within 3 years of being hired, or within 1 year of campus principal notification.		Formative		
Strategy's Expected Result/Impact: Higher level, differentiated instruction in all classrooms.		Oct	Jan	Apr
Staff Responsible for Monitoring: GT coordinator				
Campus principals				
Director of Federal/Special Programs				
Director of Human Resources				
 No Progress		 Continue/Modify		
 Accomplished		 Discontinue		

Goal 3: HISD will strengthen our comprehensive programs related to safety, discipline and culture on all campuses, while engaging and addressing our stakeholders' concerns. (Safety, Discipline, and Culture)

Performance Objective 1: Improve campus climate and culture related to student discipline across the district; discipline referrals will decrease.

Evaluation Data Sources: Discipline reports through Skyward

Strategy 1 Details		Formative Reviews		
Strategy 1: Provide a Discipline Alternative Education Program (DAEP), with data analysis and a transition plan coordinated with the campus DAEP liaison. Strategy's Expected Result/Impact: Lower percentage of recidivism Proper intake/outtake meetings Goal setting meetings and review while in DAEP setting consultation with district licensed professional counselor while in DAEP and after release Staff Responsible for Monitoring: Director of Human Resources Campus Principals District LPC Funding Sources: DAEP substitutes - 199 - General Fund; SCE (24/30) - 199E11611200003028000, Personnel for DAEP - 199 - General Fund; SCE (24/30), Supplies for DAEP - 199 - General Fund; SCE (24/30)		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Consistent implementation of character ed curriculum. (Social/Emotional Learning-ESSA) Strategy's Expected Result/Impact: Lessons to include: suicide prevention, conflict resolutions, violence prevention, substance abuse prevention, human trafficking, healthy relationships Staff Responsible for Monitoring: Assistant Superintendent Campus Principals Campus Counselors		Oct	Jan	Apr
				

Strategy 3 Details		Formative Reviews		
Strategy 3: Clearly defined and communicated Positive Behavioral Interventions and Supports (PBIS) at each campus. Strategy's Expected Result/Impact: Team CPI trained Coordination between behavior assistants Systematic checklist aligned with behavior goals and a process for routine evaluation Staff Responsible for Monitoring: Assistant Superintendent Director of Special Education Campus Principals LSSP Funding Sources: Personnel for Behavior Intervention - 199 - General Fund: SCE (24/30)		Formative		
		Oct	Jan	Apr
				
Strategy 4 Details		Formative Reviews		
Strategy 4: Behavior Classrooms at designated campuses to allow behavior redirection and teaching behavior skills. Strategy's Expected Result/Impact: Decrease in disruptive behaviors to the classroom Staff Responsible for Monitoring: Assistant Superintendent Director of Special Education Campus Principals		Formative		
		Oct	Jan	Apr
				
Strategy 5 Details		Formative Reviews		
Strategy 5: Consistent implementation of student code of conduct and data reviews frequently at the campus level to evaluate trends and interventions. Strategy's Expected Result/Impact: Decrease behavior referrals; major and minor Staff Responsible for Monitoring: Assistant Superintendent Campus Principals		Formative		
		Oct	Jan	Apr
				
Strategy 6 Details		Formative Reviews		
Strategy 6: All staff trained on Bullying and Harassment, including new guidance on Title IX protocol, thus decreasing incidences of both. (Vector Training and bullying investigation process) Strategy's Expected Result/Impact: Student allegations will be properly investigated and handled at the campus level. Staff Responsible for Monitoring: Assistant Superintendent Director of Human Resources Director of Federal/Special Programs Campus Principals		Formative		
		Oct	Jan	Apr
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: HISD will strengthen our comprehensive programs related to safety, discipline and culture on all campuses, while engaging and addressing our stakeholders' concerns. (Safety, Discipline, and Culture)

Performance Objective 2: Make a concerted effort to improve student awareness of the danger of drugs and alcohol, while simultaneously implementing systematic methods to mitigate these substances on or near any HISD campus.

Evaluation Data Sources: Skyward discipline reports
SEL curriculum

Strategy 1 Details		Formative Reviews		
Strategy 1: North Elementary Morning Meetings address SEL areas that provide targeted lessons and teacher led discussions.		Formative		
		Oct	Jan	Apr
		<div><div></div><div>25%</div></div>		
<div><div></div><div>0%</div></div> No Progress		<div><div></div><div>100%</div></div> Accomplished		→ Continue/Modify
				✗ Discontinue

Goal 4: HISD will continue to operate with a fiscally conservative budgeting approach while also consistently monitoring all budget expenditures. Priority focus and maximum effort will always be given to address the needs of our students and staff. (Financial Management)

Performance Objective 1: Beginning of year meetings are held with the district financial officer to discuss budget appropriations and budget expenditures. We also work closely with our Title 1 coordinator frequently to discuss the needs of students and how to appropriate Title 1 funds.

Evaluation Data Sources: Frequent budget meetings to monitor balances and expenditures.

Goal 5: HISD will foster and create safe, efficient and sustainable learning environments for all students and staff. (Facility and Infrastructure Improvements)

Performance Objective 1: Ensure all facilities are safe, efficient and operational.



Evaluation Data Sources: Surveys







Strategy 1 Details		Formative Reviews			
Strategy 1: Use district SRO's and local municipalities to ensure that all facilities meet current codes/regulations. All safety protocols have been in implemented and new additional measures have been put in to place. Strategy's Expected Result/Impact: No accidents Safe schools Staff Responsible for Monitoring: Superintendent Director of Maintenance		Formative			
		Oct	Jan	Apr	
		<div><div></div>30%</div>			
Strategy 2 Details		Formative Reviews			
Strategy 2: Campuses submit a list of needs to the district maintenance director who will work with the Superintendent to prioritize those needs. Strategy's Expected Result/Impact: Campus safety and security Aesthetically pleasing buildings Staff Responsible for Monitoring: Superintendent Director of Maintenance Campus Principals		Formative			
		Oct	Jan	Apr	
		<div><div></div>25%</div>			
Strategy 3 Details		Formative Reviews			
Strategy 3: The formation of a Threat Assessment Team to ensure all threats are addressed and investigated thoroughly and proper actions are taken based on set guidelines. Strategy's Expected Result/Impact: All staff and students at North Elementary are safe from potential threats. Staff Responsible for Monitoring: Campus Threat Assessment team, and district SRO, and Superintendent.		Formative			
		Oct	Jan	Apr	
		<div><div></div>30%</div>			
<div><div></div>0%</div> No Progress		<div><div></div>100%</div> Accomplished		<div><div></div></div> Continue/Modify	<div><div></div></div> Discontinue

Goal 6: HISD will develop innovative and sustainable infrastructure and network solutions that will serve the needs of our students and staff in a 21st Century learning environment. (Technology)

Performance Objective 1: Work to provide adequate training and instructional technology support so that all staff and students are highly proficient in the use of technology in the classroom and at home.

- Evaluation Data Sources:** HISD PD schedule
Data use on google classroom
Classroom walkthrough data
Outcomes that align with TEKS



Strategy 1 Details		Formative Reviews		
Strategy 1: Maintenance and Technology departments will work together to assess campus needs to improve district infrastructure according to feedback from TEA needs assessment from June 2020. The "HISD Wireless Network Project 2020" will be updated accordingly. Strategy's Expected Result/Impact: Progress towards updating HISD infrastructure Staff Responsible for Monitoring: Superintendent Director of Maintenance Director of Technology		Formative		
		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Funds will be allocated to ensure each campus is 1:1 in core classes. Strategy's Expected Result/Impact: All students that need a device for home learning will have one. Technology integration in classrooms will increase as evident in classroom observations. Staff Responsible for Monitoring: Assistant Superintendent Director of Federal/Special Programs Director of Innovation Campus Principals Funding Sources: District TEch - 199 - General Fund: SCE (24/30)		Formative		
		Oct	Jan	Apr
				



Strategy 3 Details		Formative Reviews		
Strategy 3: PD will be provided district-wide to support blended learning (4th grade), digital media specialists (librarians), Google Classroom/LMS, and technology integration; including conferences both virtually and in person. Strategy's Expected Result/Impact: Students will be introduced to Google Classroom and online resources from day 1 of instruction. Staff Responsible for Monitoring: Assistant Superintendent Director of Technology Director of Innovation Campus Principals Assessment Director		Formative		
		Oct	Jan	Apr
				
Strategy 4 Details		Formative Reviews		
Strategy 4: Librarians will be trained to provide opportunities for digital literacy skills to students that improve academic achievement and support teachers in the classroom. Strategy's Expected Result/Impact: Librarians will be digital media specialists Improved academic achievement on STAAR and local assessments Support of the blended classroom model Staff Responsible for Monitoring: Assistant Superintendent Director of Innovation Campus Principals Campus Librarians		Formative		
		Oct	Jan	Apr
				
 No Progress		 Accomplished		 Continue/Modify  Discontinue

Goal 7: HISD will strive to connect and engage with all community stakeholders and foster a culture of transparency and accessibility with all patrons.

Performance Objective 1: Stakeholders will be communicated about regarding student progress, financial transparency, ways to participate in their student's learning.

- Evaluation Data Sources:** Newsletters
Websites
Open Meetings
Event Flyers
Agendas
SBDM Meetings

Strategy 1 Details		Formative Reviews		
Strategy 1: Each campus will create and distribute a communication to stakeholders to keep everyone abreast of campus events and student achievement.		Formative		
Strategy's Expected Result/Impact: Stakeholder involvement		Oct	Jan	Apr
Positive perception of schools				
Staff Responsible for Monitoring: Assistant Superintendent				
Director of Federal/Special Programs				
Director of Special Education				
Director of CTE				
Director of Innovation				
Campus Principals				
Assessment Coordinator				
Strategy 2 Details		Formative Reviews		
Strategy 2: Provide monthly office newsletter highlighting campus and district events and "happenings."		Formative		
Strategy's Expected Result/Impact: Positive image of district		Oct	Jan	Apr
Increase in those willing to volunteer				
Increase community support of volunteer efforts				
Staff Responsible for Monitoring: Assistant Superintendent				
Director of Federal/Special Programs				
Director of Special Education				
Director of CTE				
Director of Innovation				
Campus Principals				
Assessment Coordinator				

Strategy 3 Details				Formative Reviews		
Strategy 3: Frequent posts on at least 1 social media platform highlighting a positive/current event on campus. Strategy's Expected Result/Impact: Increased social media presence Positive image of school from stakeholders Staff Responsible for Monitoring: Assistant Superintendent Director of Federal/Special Programs Director of Special Education Director of CTE Director of Innovation Campus Principals Librarian Assessment Coordinator				Formative		
				Oct	Jan	Apr
						
Strategy 4 Details				Formative Reviews		
Strategy 4: Formation of a campus PTO at North Elementary. Strategy's Expected Result/Impact: Promote parent and staff involvement, promote school spirit with the implementation of the school spirit store, and a positive image for the school. Staff Responsible for Monitoring: Admin.				Formative		
				Oct	Jan	Apr
						



No Progress



Accomplished



Continue/Modify










Discontinue

Goal 7: HISD will strive to connect and engage with all community stakeholders and foster a culture of transparency and accessibility with all patrons.

Performance Objective 2: 90% of all students' parents/guardians/family will participate in at least one school sponsored academic activity for/with their children

Evaluation Data Sources: Sign-In sheets
Parent Survey
Signed Parent Compact

Strategy 1 Details		Formative Reviews		
Strategy 1: Provide communication in a language parents understand. Strategy's Expected Result/Impact: Increase parental engagement Staff Responsible for Monitoring: Assistant Superintendent Director of Federal/Special Programs Director of Special Education Director of CTE Director of Innovation Campus Principals Assessment Coordinator		Formative		
		Oct	Jan	Apr
				
Strategy 2 Details		Formative Reviews		
Strategy 2: Hold several Title I parent information nights for 22-23, including the distribution of Parent Engagement Policy and the School-Parent Compact. Strategy's Expected Result/Impact: Increased parent engagement Staff Responsible for Monitoring: Director of Federal/Special Programs Campus Principals		Formative		
		Oct	Jan	Apr
				
Strategy 3 Details		Formative Reviews		
Strategy 3: Hold at least two parent engagement activities designed to target bilingual families. Strategy's Expected Result/Impact: Increased parental engagement with bilingual parents Staff Responsible for Monitoring: Dir. of Federal/Special Programs ESL campus teachers Campus principals		Formative		
		Oct	Jan	Apr
				
		<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>		

2022-2023 Site Based Decision Making Team

Committee Role	Name	Position
Classroom Teacher	Kelly McMullen	Kindergarten Teacher
Classroom Teacher	Ashley Comer	First grade Teacher
Classroom Teacher	Dee Tryon	Second Grade Teacher
Classroom Teacher	Jan Greer	jgreer@hisd.com
Classroom Teacher	Katie Gage	kgage@hisd.com
Non-classroom Professional	Tara Rangel	Speech Therapist
Administrator	Tracy Conway	Assistant Principal
Administrator	Cari Bailey	Assistant Principal
Administrator	Latana Scholl	Principal
Non-classroom Professional	Kendall Tomberlain	Student Services Coordinator
Community Representative	Barbara Stevens	Community Representative
District-level Professional	Donesse Simmons Simmons	District LSSP
Parent	Shalem Carr	Parent Representative
Parent	Megan Bruce	Parent Representative
Paraprofessional	Shyger Williams	Paraprofessional
Parent	Parker Danieli	Parent Representative
Community Representative	Drew Scholl	Community member
Business Representative	Jack Walton	Business Representative
Community Representative	Beverly mom of Shalem	Community Representative
Business Representative	Cole Tomberlain	Business Representative

Campus Funding Summary

199 - General Fund: SCE (24/30)

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	2	Dyslexia/Dysgraphia Testing Supplies		\$0.00
1	4	2	Supplies and Materials for Dyslexia Program		\$0.00
1	4	2	Personnel for Dyslexia Specialists		\$0.00
1	4	3	Personnel from EOC and Credit Recovery		\$0.00
1	4	5	Summer School Transportation		\$0.00
1	4	5	Summer School Supplies		\$0.00
1	4	5	Personnel for Summer Programing		\$0.00
1	6	1	Certification Reimbursement for ESL		\$0.00
1	6	1	DMAC/LPAC		\$0.00
1	7	1	Supplies and Materials for At-Risk Students PK-12		\$0.00
1	7	1	CIP Software for TVAH		\$0.00
1	7	2	Personnel for PK		\$0.00
3	1	1	Supplies for DAEP		\$0.00
3	1	1	Personnel for DAEP		\$0.00
3	1	1	DAEP substitutes	199E11611200003028000	\$0.00
3	1	3	Personnel for Behavior Intervention		\$0.00
6	1	2	District TEch		\$0.00
Sub-Total					\$0.00
263 - Title III, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	2	Parent Engagement		\$0.00
Sub-Total					\$0.00

