



NORTHSIDE SCHOOL INDEPENDENT DISTRICT



SCHOOL IMPROVEMENT PLAN

HOLMGREEN CENTER

2017-2018

OUR MISSION

Mission Statement

Holmgreen Center provides exemplary opportunities for educational, physical, and emotional growth. Through these three goals we help our students meet their own potential.

Our core values are to be: supportive, set high expectations, be positive role models, have integrity, and appreciate diversity.

Vision

As educators we do our best to create a successful and safe learning environment for all our students at Holmgreen Center. During their time with us our goal for each student is to become confident, productive members of society who interact, participate and contribute to their community.

HOLMGREEN CENTER

Needs Assessment 2017-2018

Process

In the textbox below document the process you followed when completing the needs assessment.

March 3, 2017 Early Release

Review of current SIP (elementary, middle, and high school)

Identify positive outcomes from 2016-2017 school year

Establish change initiative

Constraints of time

March 21, 2017 Stetson review of Holmgreen Center

April 12, 2017:

Continue review of program

Complexity of change

Degree of resistance

History of previous changes

Culture of Holmgreen Center

April 21, 2017 Received copy of Stetson review.

Leadership team met and reviewed report

Discussed 2016-2017 school year in comparison to Stetson report findings

Created plan of change

April 24, 2017 met with Area Coordinators; Secondary & Elementary

Review campus needs

Identify culture impeding the change

Schedule campus behavior staff development through Region 20

May 1, 2017 Early Release

Reviewed Stetson Observation findings with staff

Identify positive

Identify areas of improvement

May 5, 2017 Early Release was done of Holmgreen Center.

Leadership team met with staff to discuss recommendations as well as begin an action plan

May 9, 2017

Leadership team review of Stetson report Action Plan

2018-2019 Implementation of PBIS

Data and Campus Practices Review

Every organization has factors that are critical to its success. These critical success factors (CSFs) help the organization thrive by helping stakeholders focus on the organization’s priorities. They are research-based and are key elements for implementing improvement efforts.

Select all data and campus practices reviewed in the needs assessment (Title I Schoolwide Component 1). Multiple selections are allowed. Then document your findings in the textbox provided. Findings should include statements of fact about the data or the practice.

CSF 1: Academic Performance	
Academic Performance is the foundational CSF. Campuses can increase performance for all students by focusing on teacher quality, effective leadership, data driven instructional decisions, productive community and parent involvement, efficient use of learning time, and maintaining a positive school climate. Curricular alignment, both horizontally and vertically, is also an essential component of this CSF.	
<input checked="" type="checkbox"/> STAAR/EOC/TAKS	
<input type="checkbox"/> Regression graphs	
<input checked="" type="checkbox"/> Student demographics	
<input checked="" type="checkbox"/> Special populations enrollment, performance, and LRE	
<input checked="" type="checkbox"/> TELPAS	
<input checked="" type="checkbox"/> Promotion/retention (Elementary)	
<input checked="" type="checkbox"/> Failure rates (Secondary)	
<input checked="" type="checkbox"/> Completion and graduation rates (High School)	
<input checked="" type="checkbox"/> SAT/ACT (High School)	
<input type="checkbox"/> AP (High School)	
<input type="checkbox"/> Other	
Findings	<p>Findings revealed:</p> <p>Need to establish communications and maintain clear expectations for student behavior Compliance with campus behavior program in order to transition to home campus.</p> <p>Lessons designed and executed with high quality and expectations, differentiation and engagement for our student population/culture.</p> <p>Increase classroom culture, environment, routines, and procedures.</p> <p>Training for current and new staff to ensure behavior program understanding and fidelity.</p> <p>Continued need for school and community involvement in their child's education and post graduation.</p> <p>Parents need to play an active role in their child's education.</p> <p>Parents as well as their child to be prepared for post graduation and community outreach programs.</p> <p>Support groups were found to be supportive to parents and there is a need to continue.</p>

CSF 2: Use of Quality Data to Drive Instruction

Use of Quality Data to Drive Instruction emphasizes effective uses of multiple sources of disaggregated data. However, it is not necessarily the amount of data utilized, but rather how the information is used. It is not only the use of data to drive instructional decision making that is significant, but also the ongoing communication of data with others that provides the greatest opportunity for data to have a positive impact on student learning outcomes.

Student attendance

Discipline

Grades

CDBs

Common Assessments

Other Student's IEP data

Findings	<p>Continuous review of student behavior and IEP data. Weekly team meetings discussion of students (progress and areas of growth needed) Lessons need to be designed and executed with high quality and expectations for our student population/culture. Lessons need to be differentiated and more engaging in order for the students to have a deeper understanding and learning.</p>
----------	--

CSF 3: Leadership Effectiveness

Leadership Effectiveness targets the need for leadership on the campus to exhibit characteristics and skills known to promote and implement positive educational change. Of the elements proven to have the greatest degree of impact on student achievement, school leadership is second only to classroom instruction. Providing job-embedded professional development to build capacity of campus leaders is a vital part of this CSF.

Distribution of leadership and responsibilities

Decision making structures on the campus

Teacher input

Campus goals

Monitoring of teacher performance; feedback to staff

Communication

Master schedule

Teacher and parent surveys

Other

Findings	<p>Recruit qualified staff with understanding of students with disabilities, campus goals, and importance of student achievement. Training for current and new staff to ensure behavior program understanding and fidelity. Continuous staff development for staff (T TESS, Behavior Program, Curriculum, Quality Instruction, etc.)</p>
----------	--

CSF 4: Increased Learning Time

Increased Learning Time necessitates flexible scheduling that allows time for additional instructional minutes, enrichment activities and staff collaborative planning time. Increased Learning Time necessitates strategies that maximize the number of sustained, engaging instructional minutes that must be applied strategically. Effective strategies include providing a rigorous, well-rounded education that prepares students for college, improving teacher training, improving and aligning the curriculum, reducing distractions, using time for teachers to thoroughly analyze and respond to data, and setting aside time to coach and develop teachers that continuously strengthen instructional practices. This CSF confirms, as a requisite, an instructionally focused calendar.

Response to Intervention

Interventions implementation and effectiveness

Student identification for increased learning time

Tutorials

Other

Findings	<p>Findings: Student population has increased in diversity but also in severity. Emotionally Disturbed students are mixed with students on the autism spectrum, self injurious behaviors, and high anxiety. There is a higher rate of interfering behaviors taking time away from instruction.</p> <p>Need for training for current and new staff to ensure behavior program understanding and fidelity. Continuous staff development for staff (T TESS, Behavior Program, Curriculum, Quality Instruction, etc.)</p> <p>Need to establish communications and maintain clear expectations for student behavior Compliance with campus behavior program in order to transition to home campus. Lessons designed and executed with high quality and expectations, differentiation and engagement for our student population/culture. Tutorials for students in academic areas of needs. Increase classroom culture, environment, routines, and procedures. Training for current and new staff to ensure behavior program understanding and fidelity.</p>
----------	--

CSF 5: Family/Community Engagement

Family and Community Engagement calls for increased opportunities for input from parents and the community, as well as the necessity for effective communication and access to community services.

Communication

Family and community activities

Family and community input

Family and community services

Second language communication

Other

Findings	<p>Continued need for school and community performance.</p> <p>Parents need to play an active role in their child's education.</p> <p>Parents as well as their child to be prepared for post graduation and community outreach programs.</p> <p>parents and students need to visit outside agencies for post graduation.</p> <p>Support groups were found to be supportive to parents and there is a need to continue.</p> <p>Parent need to be informed of change in Reddix program. Parent continue to think of Districts previous Reddix program which has changed. Parents need an understanding that not all students transition to Reddix.</p>
----------	--

CSF 6: School Climate

School Climate recognizes increased attendance and reduced discipline referrals as indicators of a positive and welcoming environment. Increased attendance in extracurricular activities is another sign that students feel supported by an affirming school climate.

- Teacher surveys
- Parent surveys
- Student surveys or panels
- Discipline
- Student attendance
- Extra-curricular activities and clubs
- Other

Findings	<p>Findings revealed continued need to establish communications and maintain clear expectations for student behavior and compliance with campus behavior program in order to transition to home campus.</p> <p>Need to increase classroom culture, environment, routines, and procedures.</p> <p>Training for current and new staff to ensure behavior program understanding and fidelity.</p> <p>Parent "Open House" and conferences to link home and school.</p>
----------	--

CSF 7: Teacher Quality

Teacher Quality focuses on the need to recruit and retain effective teachers while also supporting current staff with job-embedded professional development. Evidence shows that low income students are more likely to benefit from instruction by a highly effective teacher than are their more advantaged peers.

- Teacher attendance
- Teacher experience and years on campus
- Class size
- Staff retention rates
- Alignment of curriculum, instruction, assessment
- Alignment of CDB scores and STAAR results
- Effectiveness of planning and collaboration
- Professional development experiences and requests

Other

Findings

Recruit qualified staff with understanding of students with disabilities.
T TESS (all domains)
Training for current and new staff to ensure behavior program understanding and fidelity.

Priority Needs

Based on the needs assessment, the following are campus priority needs:

Priority Need 1

Restraint numbers of students too high

CSF 3 Leadership Effectiveness
CSF 4 Increased Learning Time
CSF 6 School Climate
CSF 7 Teacher Quality

Priority Need 2

Need to hire staff that is attuned and capable of meeting student needs. Staff retention is always a challenge due to our student population. There is a continuous need to recruit and hire staff that has a clear understanding of students with disabilities.

CSF 1 Academic Performance
CSF 3 Leadership Effectiveness
CSF 4 Increased Learning Time
CSF 5 Family and Community Engagement
CSF 6 School Climate
CSF 7 Teacher Quality

Priority Need 3

Lessons need to be designed and executed with high quality, rigor and expectations for our student population/culture. Lessons need to be differentiated and more engaging in order for the students to have a deeper understanding and learning.

CSF 1 Academic Performance
CSF 2 Use of Quality Data to Drive Instruction
CSF 3 Leadership Effectiveness
CSF 4 Increased Learning Time
CSF 5 Family and Community Engagement
CSF 6 School Climate
CSF 7 Teacher Quality

Campus: HOLMGREEN CENTER

School Improvement Plan Signatures

School Advisory Team approves the full campus improvement plan.

Date of SAT Meeting: 06/08/2017

SAT Member	Name	Signature
Principal	Melissa Benavidez	
Parent Community Representative		
Staff Representative	Yolanda Carlson (Vice Principal)	

LIST SAT MEMBERS IN THE BLANKS BELOW

FULL NAME	POSITION

CAMPUS: HOLMGREEN CENTER

CAMPUS STAFF DEVELOPMENT PLAN 2017-2018

FOR CERTIFICATION PURPOSES: Campuses are required to keep records of staff development offered during contract days including date, description, number of CPE hours and attendance.

INSTRUCTIONS: In the space below, list staff development required to assure successful implementation of the School Improvement Plan. If you have traded staff development days with teachers workdays, please list the actual date(s) of your staff development activities. If your campus has exchanged Teacher Choice days for alternate campus-wide staff development, fill in the actual date your campus-wide activity occurred (example: campus-side retreat).

Staff Development to be Offered

Date	Alternate Date(s)	Title and Description or Teacher Choice	Staff Development Area	Audience	Targeted Student Group	Funding Source / Costs	# of CPE Hours
08/21/2017		Policies & Procedures Crisis, Safety, & Security Plan	Instruction	All Staff	All Students		6.0
08/22/2017		Policies & Procedures & Convocation T TESS Training/IA's Kronos-Scheduling Training	Instruction	All Staff	All Students		6.0
08/23/2017		AU & Behaviors Training Campus Behavior Management Program	Classroom Management	All Staff	All Students	Local \$450.00	6.0
10/09/2017		Professional Development (ELEM/MS/HS)	Instruction	Teachers	All Students		6.0
11/20/2017		Teacher Choice	Instruction	Teachers	All Students		6.0
11/21/2017		Teacher Choice	Instruction	Teachers	All Students		6.0
02/19/2018		Professional Development (ELEM/MS/HS)	Instruction	Teachers	All Students		6.0

CAMPUS: HOLMGREEN CENTER

ACADEMIC INDICATORS - CAMPUS PERFORMANCE OBJECTIVES

ELAR 1 EOC

Student Group	Campus % 2015-2016		Campus CPO 2016-2017	State % 2016-2017	District % 2016-2017	Campus % 2016-2017			Campus CPO 2017-2018
	Standard	Final Rec				Approaches Standard	Meets Standard	Masters Standard	
All Students			N/A						N/A
African-American			N/A						N/A
Hispanic			N/A						N/A
White			N/A						N/A
Economically Disadvantaged			N/A						N/A
Special Education			N/A						N/A
At-Risk			N/A						N/A
Limited English Proficient			N/A						N/A
Asian			N/A						N/A
American Indian			N/A						N/A
Hawaiian Pacific Islander			N/A						N/A
Two or More			N/A						N/A

ELAR 2 EOC

Student Group	Campus % 2015-2016		Campus CPO 2016-2017	State % 2016-2017	District % 2016-2017	Campus % 2016-2017			Campus CPO 2017-2018
	Standard	Final Rec				Approaches Standard	Meets Standard	Masters Standard	
All Students			5%						N/A
African-American			N/A						N/A
Hispanic			2%						N/A

White			3%						N/A
Economically Disadvantaged			N/A						N/A
Special Education			5%						N/A
At-Risk			5%						N/A
Limited English Proficient			N/A						N/A
Asian			N/A						N/A
American Indian			N/A						N/A
Hawaiian Pacific Islander			N/A						N/A
Two or More			N/A						N/A

ALGEBRA I EOC

Student Group	Campus % 2015-2016		Campus CPO 2016-2017	State % 2016-2017	District % 2016-2017	Campus % 2016-2017			Campus CPO 2017-2018
	Standard	Final Rec				Approaches Standard	Approaches Standard	Approaches Standard	
All Students			N/A						3%
African-American			N/A						1%
Hispanic			N/A						2%
White			N/A						N/A
Economically Disadvantaged			N/A						3%
Special Education			N/A						3%
At-Risk			N/A						N/A
Limited English Proficient			N/A						N/A
Asian			N/A						N/A
American Indian			N/A						N/A
Hawaiian Pacific Islander			N/A						N/A
Two or More			N/A						N/A

BIOLOGY EOC

Student Group	Campus % 2015-2016		Campus CPO 2016-2017	State % 2016-2017	District % 2016-2017	Campus % 2016-2017			Campus CPO 2017-2018
	Standard	Final Rec				Approaches Standard	Meets Standard	Masters Standard	
All Students			N/A						7%
African-American			N/A						1%
Hispanic			N/A						5%
White			N/A						1%
Economically Disadvantaged			N/A						N/A
Special Education			N/A						7%
At-Risk			N/A						N/A
Limited English Proficient			N/A						N/A
Asian			N/A						N/A
American Indian			N/A						N/A
Hawaiian Pacific Islander			N/A						N/A
Two or More			N/A						N/A

US HISTORY EOC

Student Group	Campus % 2015-2016		Campus CPO 2016-2017	State % 2016-2017	District % 2016-2017	Campus % 2016-2017			Campus CPO 2017-2018
	Standard	Final Rec				Approaches Standard	Meets Standard	Masters Standard	
All Students			N/A						4%
African-American			N/A						N/A
Hispanic			N/A						3%
White			N/A						1%
Economically Disadvantaged			N/A						N/A
Special Education			N/A						4%
At-Risk			N/A						N/A
Limited English Proficient			N/A						N/A
Asian			N/A						N/A

American Indian			N/A						N/A
Hawaiian Pacific Islander			N/A						N/A
Two or More			N/A						N/A

ATTENDANCE

	State % 2016-2017	District % 2016-2017	Campus % 2016-2017	Campus CPO 2017-2018
All Students	95.8%	95.3%	90%	N/A
African-American	95.4%	95.8%	92.3%	N/A
Hispanic	95.6%	95%	88.1%	N/A
White	96%	95.8%	92.3%	N/A
Economically Disadvantaged	95.4%	94.4%	88.3%	N/A
Special Education	94.5%	93.9%	89.6%	N/A
Limited English Proficient	96.4%	95.8%	80.9%	N/A
Asian	97.8%	96.8%	88.1%	N/A
American Indian	95.3%	95.2%	94.6%	N/A
Hawaiian Pacific Islander	95.5%	96.1%	97.2%	N/A
Two or More	95.9%	96%	90.3%	N/A

COMPLETION RATE

	State % 2016-2017	District % 2016-2017	Campus % 2016-2017	Campus CPO 2017-2018
All Students	93.3%	97%	81.8%	N/A
African-American	90.5%	96.6%	N/A	N/A
Hispanic	92.1%	96.7%	85.7%	N/A
White	96%	98%	N/A	N/A
Economically Disadvantaged	91.1%	94.5%	75%	N/A
Special Education	89.5%	94.1%	90%	N/A
Limited English Proficient	81.3%	84.4%	N/A	N/A
Asian	97.9%	98.2%	N/A	N/A
American Indian	91.8%	100%	N/A	N/A

Hawaiian Pacific Islander	93.7%	100%	N/A	N/A
Two or More	94.6%	99.5%	N/A	N/A

ADVANCED MEASURES

	District % 2016-2017	Campus % 2016-2017	Campus CPO 2017-2018
% Advanced Course/Dual Enrollment Completion	38%	4%	N/A
Number of AP Test Takers	6996	N/A	N/A
Number of AP Tests Taken	14110	N/A	N/A
% Scoring 3 or Higher AP Exams	43%	N/A	N/A
% College-Ready Graduates-ELA	45%	0%	N/A
% College-Ready Graduates-Math	37%	0%	N/A
SAT Total Score Mean	990	N/A	N/A
SAT Reading/Writing Section Mean	500	N/A	N/A
SAT Math Section Mean	490	N/A	N/A

GRADUATION RATE

	State % 2016-2017	District % 2016-2017	Campus % 2016-2017	Campus CPO 2017-2018
All Students	89.1%	95.4%	81.8%	N/A
African-American	85.4%	94.8%	N/A	N/A
Hispanic	86.9%	94.9%	85.7%	N/A
White	93.4%	96.7%	N/A	N/A
Economically Disadvantaged	86%	92.3%	75%	N/A
Special Education	77.9%	92%	90%	N/A
Limited English Proficient	71.3%	77.6%	N/A	N/A
Asian	95.7%	95.4%	N/A	N/A
American Indian	87.4%	100%	N/A	N/A
Hawaiian Pacific Islander	88%	100%	N/A	N/A
Two or More	90.8%	99.5%	N/A	N/A

17-18 School Improvement Plan - Objectives and Activities

Goal 1

Need : Restraint numbers of students too high

Goal : Increase appropriate behaviors by utilizing a specialized, individual program creating a positive learning environment promoting academic, physical, and emotional growth in order to function in our community.

Goal Details

Student Groups Impacted	All Students, Special Education, At Risk
Funding Needed	Local, State Compensatory, Other
Timeline for Implementation	August 2017-June 2018
November Progress Check	Safety Care Training provided to all staff. Completed on December 14, 2017. On going debriefing on students who are restrained with staff involved. Began the process of incorporating Positive Behavior Supports school wide.
March Progress Check	PBIS training conducted on February 19th for all professional staff. plan implemented on Feb 21 via Pep rally for all students and staff. Instructional assistance were trained on February 26th. Notices/flyers sent out to parents to explain PBIS as well.
June Progress Check	Overall restraint numbers are down by half of last years count.

Activity 1

Activity	Implement and train all staff on campus behavior program and Safety Care procedures. Use of common language
----------	---

Person Responsible	Admin Team Leadership Team Team Leaders All Staff
Monitoring Measures	Training dates throughout the school year Completion of Safety Care training by all staff Number of discipline reports Number of restraints
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 4. Implement and promote a collaborative approach to school and community safety.

Activity 2

Activity	Provide thorough training on student's daily point sheet to all staffs well as students
Person Responsible	Admin Team Leadership Team Team Leaders All Staff
Monitoring Measures	Monitoring Point Sheets Point Sheet audits for fidelity Discipline Reports Home campus visits/transitions
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	Objective 7. Use data to inform and drive instructional decision-making.

Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 3

Activity	Meetings (faculty, team, teacher, & student meetings) on fidelity of behavior program.
Person Responsible	Admin Team Leadership Team Team Leaders All Staff
Monitoring Measures	Student panels Attendance at meetings Positive student behaviors (auditing point sheets) Input daily behaviors on student point sheets Home campus visits/transitions
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 1. Explore, implement, and communicate security measures that provide safeguards for the learning environment, using the latest technology.

Activity 4

Activity	Safety Care Training to be completed by all staff. Continuous spot training at staff meetings.
Person Responsible	Admin Team Leadership Team Team Leaders All Staff

Monitoring Measures	Student attendance at social skills "social" Number of social skills letters returned by students with parent signatures assuring the practice of weekly social skills lessons. Participate in "mindful body" exercises
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 3. Implement, provide, and maintain instructional facilities that support a safe, healthy, and comfortable learning environment in a growing community.

Activity 5

Activity	Continue social skills training for students 3x a week for 30 minutes.
Person Responsible	Social Worker and Team leaders
Monitoring Measures	Student participation in social skills activities.
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 2. Implement, provide, and communicate programs that will ensure that students understand shared responsibility and have necessary coping skills.

Goal 2

Need : Need to hire staff that is attuned and capable of meeting student needs. Staff retention is always a challenge due to our student population. There is a continuous need to recruit and hire staff that has a clear understanding of students with disabilities.

Goal : Hire and retain qualified and capable staff to meet the specific needs of students

Goal Details

Student Groups Impacted	All Students, Special Education, At Risk
Funding Needed	Local, Other
Timeline for Implementation	August 2017-June 2018
November Progress Check	To date, have hired 6 Instructional Assistance and 1 teacher to fill vacancies.
March Progress Check	Since November progress check, 3 IAs have resigned or put in their resignation and 1 teacher has been non renewed for the 18-19 school year. March 1-2 Interviews have taken place to hire Instructional assistants.
June Progress Check	3 more instructional assistants have either resigned or moved to another campus within Northside.

Activity 1

Activity	Screen for potential candidates that meet the needs of students. Hire high quality personnel that are capable of meeting the needs of our students.
Person Responsible	Administration Leadership team Special Education Staff
Monitoring Measures	Munis on Holmgreen Staff Post job openings Staff retention numbers on a bi-yearly basis
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	Objective 3. Establish and expand initiatives that promote effective community relations and meaningful two-way communication with all stakeholders.

Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 2

Activity	Continuous monitoring of staff by conducting walk thrus and classroom visits.
Person Responsible	Administration Leadership team Team Leaders
Monitoring Measures	Decrease in loss of time at work. Increase staff attendance at team and faculty meetings Monitor staff behaviors
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	Objective 2. Provide opportunities to foster positive relationships between parents, community, and schools.
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 3

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	No

Title 1 Campuses	
Promote Community Involvement	Objective 1. Recruit and retain active and supportive businesses and educational institutions to build mutually beneficial relationships that promote mentoring, internship opportunities, and financial support.
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 4

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	Objective 4. Expand comprehensive programs and partnership opportunities that foster classroom innovation that encourages educators to continually enhance student learning.
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 5

Activity	
Person Responsible	
Monitoring Measures	

Title 1 Fund	
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Goal 3

Need : Lessons need to be designed and executed with high quality, rigor and expectations for our student population/culture. Lessons need to be differentiated and more engaging in order for the students to have a deeper understanding and learning.

Goal : Provide quality instruction through development and design of lessons that are engaging, flexible, and encourages higher order thinking through best practices for all diverse learners.

Goal Details

Student Groups Impacted	All Students, Special Education, ELL
Funding Needed	Local, Other
Timeline for Implementation	August 2017-June 2018
November Progress Check	MS teachers have attended either been certified as ELL Trained, took training in Dec or Jan. HS Core teachers attend their content specialist meetings.
March Progress Check	Teachers at various levels have attended content specific trainings. Elem teachers were trained on Dyslexia methods. ALE teachers were required to attend ALE training on February 19, 2018.
June Progress Check	Individual teachers/leads attended their perspective content area meetings with 92% attendance.

Activity 1

Activity	Provide T TESS training for all teachers to ensure high levels of learning and achievement for all students
Person Responsible	Administration team Leadership team Team leaders All teachers
Monitoring Measures	Observations Walk Throughs Lesson Plans
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	Objective 5. Provide rigorous, complex, and meaningful learning that promotes readiness for post PK-12 experiences.
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 2

Activity	Professional development for teachers, IA's, and all school personnel to support all learners.
Person Responsible	Administration Teachers
Monitoring Measures	ERO transcripts Sign in forms for training
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	Objective 1. Provide research-based curriculum that is focused on state standards and identify and provide effective instructional practices in all NISD classrooms.
Hire, Develop, and Retain Quality Staff	

Promote a Safe Environment for Students and Staff	
---	--

Activity 3

Activity	Teachers reflects on own practice through self-assessment, peer and supervisor feedback, and analysis of student learning by developing short/long term professional goals to improve teaching and student success.
Person Responsible	Teachers Administration
Monitoring Measures	T TESS Teacher/Admin goal setting conferences Teacher/Admin walk through conferences Conference to discuss areas of reinforcement & refinement
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	Objective 2. Expand and communicate opportunities for enrichment and intervention for all students.
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 4

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	

Educate Diverse Learners	Objective 7. Use data to inform and drive instructional decision-making.
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 5

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	Objective 6. Utilize technology in advanced and innovative ways to support instruction and facilitate learning
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Goal :

Goal Details

Student Groups Impacted	
Funding Needed	
Timeline for Implementation	

November Progress Check	
March Progress Check	
June Progress Check	

Activity 1

Activity	Create a safe, learning environment for students and staff through training of Northside's and Holmgreen Center's "Crisis and Emergency Operation Plan".
Person Responsible	Administration District support team Leadership team Team leaders Teachers All staff Campus Officer
Monitoring Measures	ERO transcript Monthly drill reports
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 4. Implement and promote a collaborative approach to school and community safety.

Activity 2

Activity	Student participation in individual and group guidance classes with counselor and counseling as related services with our LSSP.
Person Responsible	Administration Campus counselor Campus LSSP

Monitoring Measures	Individual and group counseling logs Counseling as Related Service log through LSSP
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 2. Implement, provide, and communicate programs that will ensure that students understand shared responsibility and have necessary coping skills.

Activity 3

Activity	Staff development training for all staff to have a better understanding of mental health issues and strategies to assist with stress relief.
Person Responsible	Administration Leadership team Counselor Social Worker Guest speakers
Monitoring Measures	ERO transcripts Training logs Staff development guest speakers
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 4

Activity	Campus crisis intervention model; Safety Care training for all staff
Person Responsible	Administration District trainers
Monitoring Measures	Initial and Recertification training logs to ensure compliance
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	Objective 4. Implement and promote a collaborative approach to school and community safety.

Activity 5

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Goal :

Goal Details

Student Groups Impacted	At Risk
Funding Needed	Other
Timeline for Implementation	
November Progress Check	
March Progress Check	
June Progress Check	

Activity 1

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	Objective 1. Implement and evaluate a sound employment process for recruiting, screening, and hiring effective personnel.
Promote a Safe Environment for Students and Staff	

Activity 2

Activity	Provide opportunities for staff to attend off and on campus staff development to improve academic and emotional success.
Person Responsible	Administration
Monitoring Measures	ERO transcripts Team, individual meeting logs Data from student point sheets Teacher attendance at ARD meetings Teacher goals Progress reports Report cards IEP progress reports
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	Objective 2. Provide targeted professional development and training with ongoing, classroom-embedded support that enhances employee job performance and student learning.
Promote a Safe Environment for Students and Staff	

Activity 3

Activity	Provide opportunities to identify, nurture and develop leadership amongst staff.
Person Responsible	Administration Leadership team Team leaders
Monitoring Measures	New roles of staff Leadership team meetings
Title 1 Fund	No
Title 1 Campuses	

Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	Objective 3. Develop a framework for identifying, nurturing, and developing leaders across the District.
Promote a Safe Environment for Students and Staff	

Activity 4

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 5

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	

Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Goal : Create a healthy learning environment for all students and staff

Goal Details

Student Groups Impacted	All Students, Special Education, At Risk, ELL
Funding Needed	Local
Timeline for Implementation	August 2017- June 2018
November Progress Check	Transition Night for all high school students and their families was held on October 19th from 6-8pm. Monthly parent support groups conducted by Social Worker and Counselor are held in the library for parents and staff.
March Progress Check	Social Skills lessons have been developed and implemented 3x a week with a Social activities for students and staff that meet criteria. Students are participating more in social skills as demonstrated by Monthly attendance at Friday Social.
June Progress Check	The number of classroom office referrals are down by 20%. Teachers are beginning to utilize Review 360 to keep track of data on behavior goals.

Activity 1

Activity	Develop and implement "Healthy Life" lessons for understanding and importance of living healthy.
Person Responsible	Administration Leadership team Team leaders
Monitoring Measures	Lesson plans

Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 2

Activity	Continue monthly support meetings for parent awareness of community agencies to coordinate current as well as post graduate healthy programs for our students
Person Responsible	Social workers Counselor
Monitoring Measures	Sign in sheets from meetings Attendance at community agencies
Title 1 Fund	No
Title 1 Campuses	
Promote Community Involvement	Objective 2. Provide opportunities to foster positive relationships between parents, community, and schools.
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 3

Activity	
Person Responsible	

Monitoring Measures	
Title 1 Fund	
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 4

Activity	
Person Responsible	
Monitoring Measures	
Title 1 Fund	
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	

Activity 5

Activity	
----------	--

Person Responsible	
Monitoring Measures	
Title 1 Fund	
Title 1 Campuses	
Promote Community Involvement	
Educate Diverse Learners	
Hire, Develop, and Retain Quality Staff	
Promote a Safe Environment for Students and Staff	