

North East Independent School District

003 Churchill High School

2025-2026



Mission Statement

Our faculty and staff strive to foster a culture of **caring** individuals who are encouraged to **create** and **compete** for their place on campus, amongst their peers, and in their community.

Vision

Care

We **c**reate

Compete





Goals

Goal 1: NEISD will prepare our students for college and workforce readiness by challenging them to maximize their knowledge, technological skills, and potential for learning through both academic achievement and personal excellence.

Performance Objective 1: By the end of the 2025-2026 school year, Churchill High School will foster a focused learning environment with minimal distractions by encouraging face-to-face interactions and hands-on learning in order to increase performance in accountability ratings by 4%.

High Priority

Evaluation Data Sources: Administration visits into classrooms
Lesson Plans (including remediation and extension)
PLC Tracker





Strategy 1 Details	Reviews			
Strategy 1: Collaboration of the staff, community, and students of the campus' Core Practices through teacher and parent/guardian training, Principal's weekly newsletter (Charger News), campus daily bulletin, and social media platforms. Strategy's Expected Result/Impact: Reduced device usage is expected to improve assessment outcomes across all areas, including DEUAs, Semester Exams, EOC, AP, TELPAS, PSAT/SAT, ACT, ASVAB, TSI, and IBCs. Additionally, there will be increased participation in enrichment opportunities like SAT Prep and EOC blitzing, enhanced student engagement in class, and stronger collaboration among families, the community, staff, and students. Staff Responsible for Monitoring: Teachers, Assistant Principals, Principal, CCMR Specialist TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

Performance Objective 1: By the end of the year, Churchill High School will foster a safe, supportive, and equitable learning environment resulting in an increase of 3% in student attendance and a decrease of 50% discipline referrals.

High Priority

Evaluation Data Sources: MTSS Campus Plan Workbook & support structures
Attendance Checks
Meetings with students currently in off-track graduation cohorts

Strategy 1 Details	Reviews			
Strategy 1: We will host four student instructional sessions (family specialist), two community events (Charger Charla), and on-going support focused on student safety, character development, and civic responsibility. Strategy's Expected Result/Impact: Increase attendance by 3% overall and decrease discipline referrals by 50% from the previous year. Staff Responsible for Monitoring: Administrators, counselors, family liaison, MTSS team TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: Family Engagement Activities Supplies - 199 SCE Non-Disciplinary AEP	Formative			Summative
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Goal 3: NEISD campuses will serve as centers for community involvement.

Performance Objective 1: Churchill High School will provide events to promote community engagement in our campus and build bonds between the school and community.

High Priority

HB3 Goal

Evaluation Data Sources: Attendance and participation in Charger Charlas
Community feedback
RootEd football game attendance
9th grade prep event

Strategy 1 Details	Reviews			
Strategy 1: Foster a community atmosphere, encourage parent involvement, and improve student awareness of civic responsibility. Strategy's Expected Result/Impact: - Increase in Charger Charlas hosted quarterly to connect with the families of our Emergent Bilinguals, especially those brand new to the country - Strengthened RootEd partnerships in cluster #RootEdChurchill - Increase of attendance of Greenback Night - Increase in attendance numbers - Increase in the number of 9th graders attending prep event with parents/guardians Staff Responsible for Monitoring: Administrators, Teachers, Counselors, Family Specialist TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 4: NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.

Performance Objective 1: Foster existing relationships and promote new connections with our community and our PTA.

- Evaluation Data Sources:** PTA membership
Representation in Clubs and Organizations from sponsors
Growth and representation from local churches
Increased involvement with local businesses

Strategy 1 Details	Reviews			
Strategy 1: Increase of membership in PTA among various subpopulations of our campus. Strategy's Expected Result/Impact: *Increased representation in Clubs and Organizations *Growth and representation from local churches supporting campus initiatives *Increased involvement with local businesses that assists the campus mission and vision to increase student successful outcomes. *Charger Charlas held quarterly to encourage EB parent involvement (by covering topics such a attendance, graduation expectations, testing/CCMR) in their childs' academic journey *Parent classes hosted by our family specialist *List of partnerships that could be used as a resource for campus staff and orgs. *"Kick off to Reading" partnership with elementary school to instill a love of reading in elementary students by our athletes *Fine Arts joint performances and visits with cluster middles schools *Increase an awareness of diversity by acknowledging and celebrating all student groups in news, website and social media. Staff Responsible for Monitoring: Admin, teachers, counselors and specialists TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
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Goal 4: NEISD will develop and promote positive relationships through communication, involvement, and partnerships with our community.

Performance Objective 2: Increase overall student attendance rate from X% to XX% by MM/YYYY.

Strategy 1 Details	Reviews			
Strategy 1: Implement a parent engagement program to educate families on the importance of regular attendance and state attendance requirements. Host monthly workshops and provide resources to support families in maintaining consistent attendance.	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Establish a school-wide attendance monitoring system where teachers track daily attendance and identify students with frequent absences. Conduct weekly meetings with the attendance team to review data and develop intervention plans for students with attendance issues.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Create an attendance incentive program to reward students with improved attendance. This could include monthly recognition, certificates, or small rewards for students who meet attendance goals.	Formative			Summative
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Goal 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 1: By the end of the academic year, we will foster student personal development through active participation in on-campus and community opportunities.

Evaluation Data Sources: Informal surveys/polls from staff, organizations, and student groups
Informal data collection by coaches and sponsors of participation

Strategy 1 Details	Reviews			
Strategy 1: We will feature routine engagements for students centered on values such as respect, integrity, and community service. Strategy's Expected Result/Impact: *Providing and promoting opportunities for connection with military service representatives and community partners for work connections and awareness *Student-led activities such as: Bridges Tutors assisting other Emergent Bilinguals in Classrooms, Peer Assistance Leadership and Service (PALS), Unity Club, Winner's Circle, Parliament, and Athletic outreach Staff Responsible for Monitoring: Administrators, campus counselors, Family Specialist TEA Priorities: Connect high school to career and college	Formative			Summative
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Goal 6: NEISD will continue to use best practices in its efficient and effective management of District resources.

Performance Objective 1: By the end of the academic year, we aim to optimize the allocation of funding to improve student support in post-secondary readiness.

High Priority
Evaluation Data Sources: EOC Data
CCMR Data
Federal Report Card

Strategy 1 Details	Reviews			
Strategy 1: We will allocate resources to ensure all students receive necessary remediations, interventions, and extensions in targeted areas of instruction and CCMR. Strategy's Expected Result/Impact: *Full compliance with HB1416, ensuring that all students receive the necessary supports, especially those identified as needing academic interventions during WIN, after school Tutoring, and Saturday Blitz. *More students will meet College, Career, and Military Readiness (CCMR) standards, with greater participation in programs that prepare them for post-secondary education and careers, including academic advising and career guidance, and increased participation in AVID. *Providing ongoing professional development for teachers in every content level. Staff Responsible for Monitoring: Administrators, Deans, Counselors, CCMR Specialist, CTE Dept Chair TEA Priorities: Build a foundation of reading and math, Connect high school to career and college Funding Sources: - 199 SCE Accelerated Education, Supplemental Pay, Strategic Learning In Math (SLIM) Teacher (one allocation) - 289 Title IV, Part A-SSAEP	Formative			Summative
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Goal 7: NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

Performance Objective 1: Our campus, through targeted recruitment strategies, professional development opportunities, and mentorship, will ensure that our faculty and staff are equipped to support student achievement and contribute to a positive and innovative learning environment.





Evaluation Data Sources: Informal campus surveys/polls
New teacher involvement

Strategy 1 Details	Reviews			
Strategy 1: Our campus will implement a focused recruitment and retention strategy aimed at hiring highly qualified educators with expertise in differentiated instruction, language acquisition, and intervention strategies and provide continued professional development that equips staff with best practices in culturally responsive teaching, targeted interventions, and data-driven instruction tailored to all student groups. Strategy's Expected Result/Impact: *Provide PD that focuses on providing supports for Emergent Bilinguals in the classroom *An intentional PLC (Professional Learning Community) protocol that guides professional discussions to deconstruct standards, design interactive lessons with scaffolds for students who need support, accelerate student performance, and provide targeted remediation based on data analysis from assessments. Staff Responsible for Monitoring: Administrators, Deans, ILT. TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
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Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 1: Our campus will cultivate a culture of health and wellness by integrating comprehensive wellness practices into daily routines for students, staff, and the community.

- HB3 Goal**
- Evaluation Data Sources:** Usage of counseling Respite Room
STAN counselor visitations
Family specialist outreach
Involvement in participation in clubs, organizations, athletics, extracurriculars
Community service organizations - Parliament, NHS, PTA, Unity Club, etc.

Strategy 1 Details	Reviews			
Strategy 1: Intentional campaign to encourage self care and mental well-being among our staff members and students Strategy's Expected Result/Impact: *Advertisement of Mental Health Hotline across campus *Access and awareness to water bottle re-filling stations on campus. *Campus bulletin board campaigns (hallways & restrooms) Staff Responsible for Monitoring: Administrators, Counselors, and Teachers Funding Sources: - 244 Perkins Career and Technical Education	Formative			Summative
	Nov	Jan	Mar	June
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