

North East Independent School District

005 Madison High School

2025-2026

Accountability Rating: C



Mission Statement

We will ensure high levels of learning to promote academic and personal achievement for all through a culture of collaboration and support.

Vision

- We believe functioning as a PLC is the most promising path to ensure all students have equal access to a quality education that guarantees success in all future endeavors. We envision a community in which:
 1. Students are independent critical thinkers who embody the Madison Way (Pride, Integrity, Excellence, Respect)
 2. Staff supports and empowers collaborative teams in and outside of the classroom
 3. Teachers positively promote and engage in the PLC process

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: Madison will increase the percentage of students meeting Scholastic Aptitude Test (SAT) college readiness by 6 percent.

High Priority

HB3 Goal

Evaluation Data Sources: College Board SAT Score Reports





PSAT/SAT Assessment Data

TSI Comparison Reports

Exit Tickets / Common Assessments

Student Growth Reports (e.g., Khan Academy)





Strategy 1 Details	Reviews			
<p>Strategy 1: Highly qualified campus teachers will analyze previous tests and design and provide targeted tutoring for students in various testing areas. Teachers will invite students before school, after school, during flex time and on Saturdays where students will receive testing strategies and review questions that will most commonly be seen on exams.</p> <p>Strategy's Expected Result/Impact: The expectation is that the targeted intervention will result in an increase of test scores in the areas of PSAT/SAT.</p> <p>Staff Responsible for Monitoring: Teachers, Counselors, Academic Deans, and Administration.</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June

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Goal 2: NEISD will provide and maintain safe, supportive, and equitable learning environments for our students

Performance Objective 1: Madison will reduce disciplinary referrals for Tier 1 behaviors by 15% through implementation of clear campus-wide expectations, teacher training on effective classroom management, and increased student access to behavioral supports.

- High Priority**
- HB3 Goal**
- Evaluation Data Sources:** Power BI referral trend analysis (baseline + quarterly tracking)
- Staff PD sign-in logs and feedback surveys
- Fidelity checks on classroom Tier 1 behavior expectations (via admin walkthroughs)

Strategy 1 Details	Reviews			
Strategy 1: Madison will review data within leadership meetings in relation to discipline, teacher evaluations and student interventions to determine areas of focus . Campus leadership will utilize PowerBI, Skyward and Aware to determine those areas of focus. Campus leadership will conduct learning walks throughout the instructional day and flex time intervention to ensure appropriate supports are provided with fidelity. Strategy's Expected Result/Impact: The expected result is that students are more aware of campus behavioral expectations to allow for more learning opportunities in the classroom. Student referrals will be reduced as a result of increased engagement. Also, teachers will learn and implement new strategies that will create an equitable learning environment and the increased ability to identify students in need of support. Staff Responsible for Monitoring: Teachers, Counselors, Administration, Campus Leadership TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
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Goal 3: NEISD campuses will serve as centers for community involvement.

Performance Objective 1: Madison will continue to invite community members to present and promote programs that support students on and off campus.

High Priority

Evaluation Data Sources: Campus presentations will be tracked to ensure that multiple areas of need are being presented to the students on campus. PTSA activities, campus clubs and organizational events will be highlighted. The campus principal will establish and maintain consistent meetings with a CIP committee and student advisory committee.



Strategy 1 Details	Reviews			
Strategy 1: Community Members will present in the areas of: Safe driving, Military Recruitment, College Programs, Career exploration, financial literacy, and a hosting a variety of community events. Strategy's Expected Result/Impact: Student engagement with community members, knowledge of post-secondary programs will increase and opportunities for student engagement with community organizations. Staff Responsible for Monitoring: Admin, Counselors, Teachers, Program leaders TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, 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: Madison will increase family participation in campus events and committees by 20%, with intentional outreach to families of EB, SpEd, and economically disadvantaged students.

High Priority





Evaluation Data Sources: Look at attendance at community events and committee involvement and evaluate successes and strategies to increase involvement in campus events. Attendance tracking will be completed through QR Codes and/or Parent sign in. Campus family engagement specialist will track families and participation in campus provided parenting sessions and GED opportunities.

Strategy 1 Details	Reviews			
Strategy 1: Madison will continue to provide supportive outreach and services through our campus family engagement specialist and interact club. Targeted presentations to include Spanish speaking families and families in need of support. Strategy's Expected Result/Impact: Madison will see an increase in campus event attendance and a stronger community presence. Staff Responsible for Monitoring: Admin, Counselors, Family Specialist, Interact Club Sponsor TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 5: NEISD will emphasize character development and civic responsibility.

Performance Objective 1: Madison will build a culture of character and accountability by establishing a strong foundation of behavioral expectations through Freshman Academy and expanding schoolwide systems that reinforce respectful behavior, consistent conduct norms, and civic responsibility across all grade levels to reduce discipline referrals for incidents located outside the classroom by 10% .

- High Priority
- HB3 Goal
- Evaluation Data Sources: Power BI discipline data by grade level, referral type, and repeat offenders
Freshman retention/credit accrual vs. behavior data trends
Feedback data from discipline presentations and FIT lessons
Admin walkthrough feedback for signage, teacher implementation, and student conduct
Staff and student mid-year climate pulse checks





Strategy 1 Details	Reviews			
Strategy 1: Implement a structured Freshman Academy behavior & character onboarding program that explicitly teaches expectations, academic responsibility, and respectful interactions, with consistent follow-up throughout the year. Strategy's Expected Result/Impact: Increased alignment between 9th grade behavior and campus-wide expectations; decreased freshman referrals by 15%. Staff Responsible for Monitoring: Admin, 9th Grade Team, Counselors TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	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: Budget use and fund allocation to be monitored and tracked to ensure that student growth and achievement are the focus resource implementation.

High Priority

Evaluation Data Sources: Increase in student growth and achievement in state and national assessments through the increased usage of Title 4 and SCE-ED funds provided.

Strategy 1 Details	Reviews			
Strategy 1: Plan and increase the number of tutoring sessions offered to all students for state and national assessments. Strategy's Expected Result/Impact: Higher utilization of funds focused on student achievement through training teachers on usage of funds outside of contract hours. Staff Responsible for Monitoring: Admin, Teachers, Academic Deans/Department Heads. TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	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: Madison will continue to retain exemplary employees through various support and growth strategies through targeted professional development.

High Priority

Evaluation Data Sources: T-Tess ratings, teacher goals, attendance and observational data will reflect teacher growth and overall performance.





Strategy 1 Details	Reviews			
Strategy 1: Instructional deans and T-Tess evaluators will provide coaching cycles to teachers, be active in walking classrooms, and providing continued support throughout the school year. Strategy's Expected Result/Impact: Increased student engagement, achievement and student voice through the professional growth of teachers. Staff Responsible for Monitoring: Admin, Instructional Deans TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Goal 8: NEISD will foster a culture of health and wellness among our students, staff, and community.

Performance Objective 1: Madison will provide opportunities for students and staff to support health and wellness throughout the school year. Madison will plan and implement small group support, campus wide targeted guidance curriculum and collaborative staff events.

High Priority

Evaluation Data Sources: Feedback from PBIS, faculty advisory committee and student advisory committees will be utilized to guide the design of future implementations.

Strategy 1 Details	Reviews			
Strategy 1: Implementation of campus wellness committee and Heart of Madison that plans staff events and continued utilization of counselor guidance curriculum during Flex time and small group support throughout the school day as needed. Strategy's Expected Result/Impact: Increased positive campus culture surrounding physical and mental health and wellness. Staff Responsible for Monitoring: Admin, Counselors, Teachers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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