

# **North East Independent School District**

## **044 Nimitz Middle School**

**2025-2026**



# Mission Statement

With a focus on families and the community, our mission is to encouragingly challenge each student to achieve academic excellence and demonstrate technical skills to become a successful citizen.

--North East ISD--

Seahawks **ensure** high levels of academic, social, and emotional learning for ALL.

--Nimitz Middle School--

## Vision

North East ISD

### Call to Action

NEISD's lifelong learners succeed in the futures of their choosing with compassionate hearts, critical minds, and competitive spirits.

### Core Values

Academic Rigor, Excellence, Integrity, Security & Service

Nimitz Middle School

We envision a community in which:

- Students confidently participate in learning experiences and academic discourse within a classroom community built on respect;
- Students take ownership of their learning by setting goals and monitoring their progress toward those goals;

- Teachers effectively collaborate to ensure all students learn at high levels;
- Teachers foster a growth mindset in their students by celebrating mistakes as an essential part of learning; and
- Teachers are supported and have a sense of purpose within a positive campus culture.

# 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:** Nimitz Middle School will help students move from one performance indicator to the next (approaches to meets, meets to masters) on STAAR assessments in ELAR and Math.

**High Priority**

**Evaluation Data Sources:** MAP Testing, STAAR Scores, DEUAs, CSAs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Nimitz Instructional Leadership Team will provide instructional strategies focused on academic discourse and clear instructional expectations through professional development, teacher conferences, walk through feedback, and instructional coaching.  <b>Strategy's Expected Result/Impact:</b> All of the campus ELAR and Math teachers will implement instructional strategies with fidelity. <b>Staff Responsible for Monitoring:</b> Instructional Leadership Team (Principal, Assistant Principals, Academic Dean, Instructional Coaches, Special Education Coordinator, ESL Coordinator)  <b>Title I:</b> 2.51 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> Instructional Coaches - 199 SCE Title IA, Schoolwide Activity	Formative			Summative
	Nov	Jan	Mar	June





Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All students will take ownership of their learning by setting personal academic goals and tracking their own progress in ELAR and Math, in order to foster continuous academic growth and self-reflection throughout the school year. <b>Strategy's Expected Result/Impact:</b> All students will gain a better understanding of their academic strengths and weaknesses to co-develop plan for next steps. <b>Staff Responsible for Monitoring:</b> Instructional Coaches and Teachers  <b>Title I:</b> 2.52 - <b>TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> ELAR and Math Instructional Coaches - 199 SCE Title IA, Schoolwide Activity	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide professional development sessions focused on understanding and implementing accommodations for students receiving special education and Emergent Bilingual services. These sessions should include hands-on workshops and real-life scenarios to practice accommodation strategies. <b>Strategy's Expected Result/Impact:</b> Teachers will implement effective strategies with fidelity resulting in positive student performance. <b>Staff Responsible for Monitoring:</b> Leadership Team, SE Team, EB Team  <b>Title I:</b> 2.51	Formative			Summative
	Nov	Jan	Mar	June
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**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 2:** All special education students will show a 5% improvement in their STAAR ELAR and Math scores.

**High Priority**





**Evaluation Data Sources:** MAP Testing, STAAR Scores, DEUAs, CSAs, iReady, Walkthrough Data, ILT Posters

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will develop and implement targeted interventions based on essential TEKS to address identified student learning gaps and improve academic performance. <b>Strategy's Expected Result/Impact:</b> We will see growth in our students receiving Special Education services. <b>Staff Responsible for Monitoring:</b> Special Education Coordinator, ESL Coordinator, Academic Dean, T-Tess Appraisers  <b>Title I:</b> 2.53 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> - 199 SCE Title IA, Schoolwide Activity	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Co-teachers and case managers of students receiving special education services will track individual student progress. <b>Strategy's Expected Result/Impact:</b> Students will receive targeted interventions, resulting in progress on the ELAR and Math STAAR test. <b>Staff Responsible for Monitoring:</b> Special Education Coordinator  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
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**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 3:** An increase of 10% of EB students will perform at the Meets level on their ELAR (27% last year) and Math (21% last year) STAAR tests.





**High Priority**  
**Evaluation Data Sources:** MAP Testing, STAAR Scores, DEUAs, CSAs iReady, Walkthrough Data, ILT Posters with Data

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Teachers will implement the SIOP framework into their everyday teaching practices. <b>Strategy's Expected Result/Impact:</b> An increase of 10% of EB students will perform at the Meets level on their ELAR and Math STAAR tests <b>Staff Responsible for Monitoring:</b> ELAR and Math Instructional Coaches, ESL Coordinator, ESL in-class support teachers, academic dean, assistant principals and principal  <b>Targeted Support Strategy</b> <b>Funding Sources:</b> Tutors, Saturday School personnel and supplies, Instructional Coaches - 199 SCE Title IA, Schoolwide Activity - \$3,000		Formative			Summative
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**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 4:** STEM Academy -By the time they transition to high school, 100% of STEM Academy students will have completed at least one Level One course in a CTE pathway with a grade of 70% or higher.

**High Priority**  
**Evaluation Data Sources:** Course enrolment in Level 1 CTE classes

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> All STEM Academy students will be enrolled in level one CTE courses in seventh and eighth grade, Principles of Engineering and Fundamentals of Computer Science, respectively. <b>Strategy's Expected Result/Impact:</b> 100% of students will take the Level One CTE courses . <b>Staff Responsible for Monitoring:</b> CTE teachers, STEM Counselor, Assistant STEM Director, STEM Academy Director  <b>Title I:</b> 2.532 <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments		Formative			Summative
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**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 5:** STEM Academy - At least 90% of students will score Approaches on the STAAR/EOC assessment with a 5% increase in Meets, and a 5% increase in Masters performance by grade level.





**High Priority**  
**Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> STEM Academy will enhance student engagement and academic achievement through the continued implementation of vertical teaming pull-outs, the expansion of cross-curricular Project-Based Learning (PBL) opportunities, and the strategic use of academic coaching. <b>Strategy's Expected Result/Impact:</b> STEM Academy students will demonstrate a high level of understanding in their core classes, as demonstrated on STAAR. <b>Staff Responsible for Monitoring:</b> STEM Academy Teachers, STEM Assistant Director, STEM Academy Director  <b>Title I:</b> 2.52, 2.53	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:** All teachers will implement the MTSS framework to provide targeted support to meet the academic and behavioral needs of all students.





**Evaluation Data Sources:** Walk throughs, Seahawk Soar Matrix, academic and behavior data from PowerBi, Skyward and SmartPass

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will follow the "Soar" behavior matrix expectations in every class. <b>Strategy's Expected Result/Impact:</b> A decrease of classroom disruptions and an increase of classroom instruction <b>Staff Responsible for Monitoring:</b> Instructional Leadership Team  <b>Title I:</b> 2.533 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
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**Goal 2:** NEISD will provide and maintain safe, supportive, and equitable learning environments for our students.

**Performance Objective 2:** STEM Academy - Student questionnaires will indicate that STEM Academy students will indicate that they can identify at least one on-campus adult to whom they can report a concern.

**High Priority**  
**Evaluation Data Sources:** Student questionnaires





Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Distribute a questionnaire to all STEM Academy students during the first 9-week grading period make certain that they are familiar with district and campus resources. <b>Strategy's Expected Result/Impact:</b> 100% of STEM Academy students will answer the questionnaire with at least 75% indicating one on-campus adult to whom they can report a concern. <b>Staff Responsible for Monitoring:</b> STEM Counselor, STEM Teachers, STEM Assistant Director, STEM Academy Director  <b>Title I:</b> 2.531		Formative			Summative
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**Goal 3:** NEISD campuses will serve as centers for community involvement

**Performance Objective 1:** 100% of students and parents will be invited to attend PTA, Family Nights, and other campus events.

**High Priority**





**Evaluation Data Sources:** Sign in rosters, conversations with families,

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Nimitz will invite the community into our school for campus-wide events a minimum of three times each semester.  <b>Strategy's Expected Result/Impact:</b> We will continue to see high levels of family engagement. <b>Staff Responsible for Monitoring:</b> Family Specialist, Principal  <b>Title I:</b> 2.52 <b>Funding Sources:</b> Family Specialist - 211 Title I, Part A	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:** Nimitz faculty will foster open and ongoing communication with parents to actively engage them as collaborative partners in shaping and supporting their child's learning journey.

**High Priority**  
**Evaluation Data Sources:** Parent discussions in CIC, Parent phone calls and emails

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will make a minimum of three positive phone calls home weekly. <b>Strategy's Expected Result/Impact:</b> An increase of positive communication with parents <b>Staff Responsible for Monitoring:</b> Principal, Academic Dean, Family Specialist  <b>Title I:</b> 2.52 <b>Funding Sources:</b> Family Support Specialist - 211 Title I, Part A	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 2:** STEM Academy - 100% of students and parents will participate in at least 1 STEM Academy hosted event.

**High Priority**  
**Evaluation Data Sources:** Sign-Up Genius, Google Forms





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Foster a community atmosphere and encourage parent involvement through: * asking parents specifically for help with grade level trips, judging exhibitions and providing guest speakers * hosting in-reach/outreach events such as National STEM Day, STEM Field Day, College and Career Fair  <b>Strategy's Expected Result/Impact:</b> 100% of students and families will demonstrate connectedness to STEM Academy, indicating that they value the work that we are doing. <b>Staff Responsible for Monitoring:</b> STEM Academy Teachers, STEM Assistant Director, STEM Academ Director  <b>Title I:</b> 2.52	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 5:** NEISD will emphasize character development and civic responsibility.

**Performance Objective 1:** 100% of students and teachers will be given the opportunity to demonstrate leadership throughout the school year in order to strengthen the leadership pipeline and provide a culture of success at Nimitz.

**High Priority**

**Evaluation Data Sources:** Completed projects, minutes from meetings, observations of students in clubs and extracurricular activities





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Administrators, teachers, coaches, and extracurricular activity sponsors will provide students opportunities to take leadership roles in class, on teams, or in activities.  <b>Strategy's Expected Result/Impact:</b> Students will begin to develop into leaders in school and outside of school, and will be monitored through Jr. Cadet rankings, volunteer hours, and officer logs from extracurricular activities. <b>Staff Responsible for Monitoring:</b> Administrators, teachers, counselors  <b>Title I:</b> 2.534	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will be given an opportunity to serve in leadership roles on campus, such as grade level team leaders, committee leaders, and being a member of the MTSS teacher team.  <b>Strategy's Expected Result/Impact:</b> Teachers will have ownership in campus decisions and activities. <b>Staff Responsible for Monitoring:</b> T-Tess Appraisers  <b>Title I:</b> 2.534	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 5:** NEISD will emphasize character development and civic responsibility.

**Performance Objective 2:** STEM Academy - 90% of STEM Academy students will be able to identify and apply at least three key principles of civic responsibility--as measured by a post-advisory survey--and will report a positive perception of the support provided by their advisory group.

**High Priority**

**Evaluation Data Sources:** Review responses to Student Questionnaire and STEM Academic Coaching documentation





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> STEM Academy will improve student character development and civic responsibility by strengthening academic and social-emotional support through a network of active, mixed-grade-level advisory groups. <b>Strategy's Expected Result/Impact:</b> 100% of STEM students will be connected to a mixed grade level advisory, in which SEL and STEM Core Values will be explicitly discussed. <b>Staff Responsible for Monitoring:</b> STEM Academy teachers, STEM Academy Counselor	Formative			Summative
	Nov	Jan	Mar	June
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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:** 100% of resources purchased with campus and Title I budget money will be utilized efficiently and effectively.

**Evaluation Data Sources:** Lesson plans, purchase order approvals

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers and instructional coaches will tie all supplementary materials purchased to TEKS-aligned and district scope and sequence-aligned lesson plans. <b>Strategy's Expected Result/Impact:</b> Money spent to purchase supplementary materials needed for instruction will be aligned instructional needs and campus comprehensive needs assessment. <b>Staff Responsible for Monitoring:</b> Principal, Instructional Coaches  <b>TEA Priorities:</b> Build a foundation of reading and math <b>Funding Sources:</b> Instructional Supplementary Materials - 199 SCE Title IA, Schoolwide Activity	Formative			Summative
	Nov	Jan	Mar	June
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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:** Enhance teacher recognition to strengthen school culture and improve retention by implementing consistent, meaningful practices that celebrate staff contributions and achievements.

**High Priority**  
**Evaluation Data Sources:** OHI survey, campus survey, teacher feedback

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> As a campus, we will recognize teacher achievement and success and showcase on the "Soaring Seahawk" teacher bulletin and in the community SMORE.  <b>Strategy's Expected Result/Impact:</b> Teachers will feel valued and campus morale will improve. <b>Staff Responsible for Monitoring:</b> T-Tess Appraisers  <b>Title I:</b> 2.534 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals <b>Funding Sources:</b> Professional development - 211 Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 7:** NEISD will recruit and retain exemplary employees committed to student excellence, best practices, and professional growth.

**Performance Objective 2:** STEM Academy - STEM Academy will seek out highly qualified personnel to fill our high-need, high-demand classes. These instructors will bring valuable field experience in to the classroom.

**High Priority**

**Evaluation Data Sources:** Performance-based interview questions, review of resume and work history data.





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> STEM Career and Technical Education instructors will demonstrate work-based knowledge and will be able to impart that knowledge to their students. <b>Strategy's Expected Result/Impact:</b> 100% of students will be enrolled in an eligible IBC pathway that leads to an opportunity for an industry based certification test at the high school level. <b>Staff Responsible for Monitoring:</b> STEM Assistant Director, STEM Academy Director  <b>Title I:</b> 2.532 <b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college	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:** Teacher and student attendance will be 95% or better.

**High Priority**





**Evaluation Data Sources:** Skyward Attendance, PowerBI Dashboard

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will engage in wellness and guidance lessons with the counselors to promote student well-being. <b>Strategy's Expected Result/Impact:</b> The students will regularly attend school. <b>Staff Responsible for Monitoring:</b> Teachers, counselors, admin  <b>Title I:</b> 2.531	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will have a voice in campus committees and will receive resources to promote their health and wellness. <b>Strategy's Expected Result/Impact:</b> Teachers will feel supported, so they are more likely to maintain consistent attendance and remain engaged in their professional responsibilities.  <b>Title I:</b> 2.531 <b>Funding Sources:</b> health and wellness materials determined by committee - 211 Title I, Part A	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 2:** STEM Academy - 100% of STEM students will participate in at least 1 of the campus' wellness activities.

**High Priority**  
**Evaluation Data Sources:** Sign-in sheets, Skyward data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote students' health and wellness throughout the STEM community by: * incorporating the discussion of healthy habits as relevant to the curriculum, i.e. PBL, guest speakers * developing guidance curriculum to address this topic * encouraging participation in STEM Field Day and STEM Health Fair  <b>Strategy's Expected Result/Impact:</b> 100% of STEM Academy students will be able to communicate the importance of wellness, and practices that impact their health <b>Staff Responsible for Monitoring:</b> STEM Academy faculty, STEM Assistant Director, STEM Academy Director	Formative			Summative
	Nov	Jan	Mar	June
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