

# **Richardson Independent School District**

## **Northlake Elementary**

### **2025-2026 Campus Improvement Plan**



# Mission Statement

Northlake Elementary, growing every child, every day.

# Vision

Every Child, Every Leader, Every Teacher, Every Day.

# Value Statement

Integrity

Inspiration

Inclusiveness

Innovation

Table of Contents

Comprehensive Needs Assessment ..... 4

Demographics ..... 4

Student Achievement ..... 5

Priority Problem Statements ..... 6

Goals ..... 7

Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth ..... 7

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies. .... 19

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff. .... 23

Goal 4: We will create opportunities to ensure engagement with community members in RISD. .... 35

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action. .... 38

State Compensatory ..... 44

Budget for Northlake Elementary ..... 44

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Northlake Elementary is a wonderful campus where we serve a diverse community of learners. We currently have 453 students enrolled in Pre K-5th grade. We are also a Title One campus serving about 60% students of poverty. Here is our current demographic breakdown as of 9/22/25

Total Enrollment - 457

Economically Disadvantaged - 59.6 %

African American - 41.4%

Hispanic - 31.9%

White - 21.4%

Asian - 2.4%

Multiple - 2.8%

### Demographics Strengths

As a diverse campus, students/families have the opportunity to build relationships with students/families from different backgrounds. Students are exposed to a variety of cultures and languages and develop understanding and appreciation for different values and cultures.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** The free and reduced lunch numbers do not accurately reflect all families in need within our community. This will affect our title 1 funding for the school.

**Root Cause:** We are a CEP Campus, so breakfast and lunch are free for all of our students, which results in many families not seeing the need to fill out the household data form.

# Student Achievement

## Student Achievement Summary

The overall MAP growth for K-6 Reading was ranked in the 54th percentile nationally which fell just short of our goal of 60th percentile.

The overall MAP growth for K-6 Math was ranked 53rd percentile nationally which fell just short of our goal of the 60th percentile.

## Student Achievement Strengths

Kindergarten, 1st and 6th grade exceeded the 60th percentile of growth expectation for Reading MAP.

6th grade exceeded the 60th percentile of growth expectation for Math MAP.

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** We did not show expected growth between BOY MAP and EOY MAP.

**Root Cause:** We serve a wide range of students with multiple needs. While our diversity is a strength, it can also pose a challenge when it comes to differentiation and meeting the needs of all students.



# Priority Problem Statements







# Goals

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 1:** Design and implement a system that ensures all Northlake staff and students achieve their growth goals.

**Evaluation Data Sources:** Performance data (MAP, mClass, STAAR, PLC Agendas, PD Agendas, AVID Binders, Portfolios)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will keep their goals in their AVID Binders and use their Digital Portfolio in Schoology. <b>Strategy's Expected Result/Impact:</b> Students will monitor their progress using goal setting documents. They will also have regular goal setting conferences with their teachers throughout the year. <b>Staff Responsible for Monitoring:</b> Students and Teachers.  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Staff will develop and monitor their goals in Eduphoria and Schoology. Goals will be developed using the RISD Learning Framework. <b>Strategy's Expected Result/Impact:</b> Teachers will meet or exceed their TTESS growth goals. <b>Staff Responsible for Monitoring:</b> All staff and Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Teachers will use Branching Minds to identify and progress monitor students in need of intensive intervention or accelerated learning in Reading, Math, Behavior and Speech. <b>Strategy's Expected Result/Impact:</b> Students will receive strategic supports based on need. <b>Staff Responsible for Monitoring:</b> All Staff.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure that the State Comp. Ed money is utilized effectively for at-risk students at NLE <b>Strategy's Expected Result/Impact:</b> Increase student performance <b>Staff Responsible for Monitoring:</b> Administration, Executive Assistant, Instructional Coach  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				








**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth






**Performance Objective 2:** Ensure all students have a positive school environment and home/school connection.

**High Priority**

**Evaluation Data Sources:** PBIS Data, climate surveys, school attendance and attendance at after school activities.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide multiple opportunities for students to be engaged and enriched at NLE (Cheer, Choir, Chess Club, Mahjong Club, Sports Club) <b>Strategy's Expected Result/Impact:</b> Increased student morale and student attendance. <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a clear and consistent discipline management plan. <b>Strategy's Expected Result/Impact:</b> Reduced number of office referrals and positive climate survey results. <b>Staff Responsible for Monitoring:</b> PBIS Team, Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement state required bullying prevention requirements consistent with Board policies and procedures (see Appendix A). <b>Strategy's Expected Result/Impact:</b> Decrease in bullying incidents and bullying reports. <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement a communication plan to inform parents of bullying incidents. <b>Strategy's Expected Result/Impact:</b> Decrease in bullying incidents and building trust with parents. <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Plan for internet safety/digital citizenship. <b>Strategy's Expected Result/Impact:</b> Decrease in bullying incidents and increase in responsible use of technology. <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			



Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Student Data Specialist, Counselor and Administrators will monitor student attendance. <b>Strategy's Expected Result/Impact:</b> Campus attendance rate will improve by 2% over the 2025-2026 school year. <b>Staff Responsible for Monitoring:</b> Teachers, SDS, Counselor, Admin.  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth







**Performance Objective 3:** Ensure student growth and achievement by monitoring academic growth measures.

**High Priority**

**Evaluation Data Sources:** MAP, STAAR, mClass, iReady, District Assessments, Branching Minds

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Administer MAP growth diagnostics to 95% of all eligible students in reading and mathematics at BOY, MOY and EOY. <b>Strategy's Expected Result/Impact:</b> Students will create authentic growth goals based on MAP data. <b>Staff Responsible for Monitoring:</b> Professional Staff  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Targeted Support Strategy - Additional Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 55% or more of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in reading and mathematics. <b>Strategy's Expected Result/Impact:</b> Increase in students meeting expected growth measures. <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>- Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			




Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Implement targeted instructional support, data-driven interventions, and high-quality Tier I instruction to increase 3rd grade Reading and Math performance to meet Board Goal. <b>Strategy's Expected Result/Impact:</b> Percentage of students in 3rd grade who score at meets level for Reading will increase from 57% to 59% and in Math from 50% to 52%. <b>Staff Responsible for Monitoring:</b> Administrators Teachers Instructional Coach  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>		Formative			Summative
		Nov	Jan	Mar	June
		 Moderate Progress			
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Monitor student performance on STAAR interim assessments and locally created assessments in Math. <b>Strategy's Expected Result/Impact:</b> Percentage of students in 3rd grade who score at meets or masters levels will increase from 46% to 50% by June 2026. <b>Staff Responsible for Monitoring:</b> Teachers, ILT, Admin.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>		Formative			Summative
		Nov	Jan	Mar	June
		 Moderate Progress			

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Tier 2 and 3 Students will receive additional targeted support based on individual needs. Students will be grouped by MAP and STAAR data for daily intervention (iTime). <b>Strategy's Expected Result/Impact:</b> Increase in student achievement and closing the gaps as evidenced in Branching Minds. <b>Staff Responsible for Monitoring:</b> All Staff  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> 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 - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Identify students in need of accelerated learning and intensive intervention, utilize high quality instruction materials and monitor student progress in Branching Minds. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement. <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 4:** Implement PK-5 programming to support healthy life choices by students and staff using the coordinated health program.

**Evaluation Data Sources:** 100% of student identified programs and levels of support available when in crisis

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use the information provided by Student Services to present Suicide Abuse Prevention and Substance Abuse Prevention and Intervention Training for all faculty and staff. <b>Strategy's Expected Result/Impact:</b> Staff will have increased awareness of how to locate and use resources to support mental health. <b>Staff Responsible for Monitoring:</b> Counselor & Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> School nurse will monitor immunization compliance of the student body. <b>Strategy's Expected Result/Impact:</b> Students will have appropriate immunizations required by state law. <b>Staff Responsible for Monitoring:</b> School Nurse	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> School Nurse will conduct AED drills and train the entire staff each semester in order to be prepared to respond quickly if a cardiac event should occur on campus as outlined in our coordinated health program. <b>Strategy's Expected Result/Impact:</b> The staff will be prepared in the event of an emergency. <b>Staff Responsible for Monitoring:</b> School Nurse and Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Counselors and teachers work together to deliver Too Good for Drug lessons. <b>Strategy's Expected Result/Impact:</b> Students will learn about making healthy choices for themselves. <b>Staff Responsible for Monitoring:</b> Counselor, Teachers.  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Moderate Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				



**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 5:** Ensure a culture and environment that embraces equity, diversity and inclusion throughout RISD programs and systems of support.







**High Priority**

**Evaluation Data Sources:** Increase hiring and representation of staff and students in all areas of district function including increased achievement of Hispanic, AA, Asian, EB and SpED performance as measured by STAAR (see performance growth goals).

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 6:** Implement a transition plan for students as they move from elementary to middle school.

**Evaluation Data Sources:** Counselor meetings with students to develop schedules for upcoming 5th grade students.



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors will work with students and parents as they develop course cards as students transition to 6th grade. <b>Strategy's Expected Result/Impact:</b> Students will have a good understanding of their schedule and courses for the following year. <b>Staff Responsible for Monitoring:</b> Counselors and 5th Grade Teachers  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Counselors will hold parent meetings to discuss middle school scheduling and course cards. <b>Strategy's Expected Result/Impact:</b> Parents will have a better understanding of middle school scheduling and courses available to their students. <b>Staff Responsible for Monitoring:</b> Counselors and 5th grade teachers.  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

**Performance Objective 1:** Increase teacher retention rates at Northlake.

**High Priority**

**Evaluation Data Sources:** Staff retention rates, TTESS observation data and Teacher Climate Survey results.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> RISD Mentor Program for new teachers. Each 0-1 year teacher is paired with an experienced master teacher to provide mentoring and support throughout the year. <b>Strategy's Expected Result/Impact:</b> Increased staff retention, particularly with new teachers. <b>Staff Responsible for Monitoring:</b> Administrators, IC, Mentor Teachers  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> In addition to the RISD Mentor program, we will provide classroom teachers support from Instructional Specialists (IC, CRS, LAT, ALT) as well as District Specialists (Academic Facilitators, AVID Elementary Coordinator, Bilingual Specialists) to support with planning, modeling and coaching. <b>Strategy's Expected Result/Impact:</b> Increase teacher retention for new and experienced teachers. <b>Staff Responsible for Monitoring:</b> Administration, ILT, District Specialists  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Work with Northlake PTA and Sunshine Committee to provide teachers with support and incentives throughout the school year. <b>Strategy's Expected Result/Impact:</b> Increase positive school climate. <b>Staff Responsible for Monitoring:</b> Administration, Sunshine Committee, PTA  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement different ways to recognize teams and staff members for their accomplishments and hard work (Rockstar Teacher/Staff of the Month, Shout out Board, Super Teacher, Teacher of the Year, etc.) <b>Strategy's Expected Result/Impact:</b> Increase in school climate. <b>Staff Responsible for Monitoring:</b> Administration, PBIS Team, All Staff  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

**Performance Objective 2:** Implement a systematic plan for providing teachers with high quality feedback to increase teacher growth and development.







**Evaluation Data Sources:** TTESS Data and Climate Surveys

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize the district developed walk through form to provide teachers with consistent feedback. <b>Strategy's Expected Result/Impact:</b> Growth on the TTESS Rubric and Teacher Goals. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Administration will conduct at least 5 walk throughs each per week. <b>Strategy's Expected Result/Impact:</b> Teacher growth and increase in effective teaching strategies. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

**Performance Objective 3:** Recruit and retain high quality personnel.

**Evaluation Data Sources:** Increase in staff retention rates.



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Work with Human Resources to recruit and hire new teacher candidates. <b>Strategy's Expected Result/Impact:</b> Increase in staff retention, Hire high quality teachers/staff <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a hiring process that allows for an increase in diversity among our staff. <b>Strategy's Expected Result/Impact:</b> Increase in diversity among our staff. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				




**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 1:** Provide high-quality curriculum and instruction that aligns with the RISD Learning Framework, Graduate Profile, and Goals, as well as the NLE Mission and Vision.

**High Priority**

**Evaluation Data Sources:** Accountability Data, Climate Survey, Learning Framework Documentation, TTESS Observation Data, CCI

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement the RISD Learning Framework that provides all students with appropriate and effective experiences to develop competencies aligned with the RISD Graduate Profile. <b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, SUMMIT K12 and formative assessments, consistent and evident alignment to RISD goals and priorities. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Linguistic Acquisition Teacher  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Embed Lead4Ward Strategies into classroom instruction and intervention groups. <b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, SUMMIT K12 and formative assessments, consistent and evident alignment to RISD goals and priorities. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum for rigorous Tier 1 instruction. <b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI,, SUMMIT K12, and formative assessments, consistent and evident alignment to RISD goals and priorities. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Classroom Teachers  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide AVID college career and readiness in all grade levels at NLE as an AVID Campus. <b>Strategy's Expected Result/Impact:</b> Increased awareness of college and vocational opportunities, increased awareness of career opportunities, breaking down of barriers to successfully achieve student agency, effective preparation for 5th grade students to transition to middle school. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, AVID Site Team, AVID Elementary Coordinator  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide high quality instructional opportunities in 4th grade to increase reading achievement (LHLC Playbook Goal) <b>Strategy's Expected Result/Impact:</b> Increase student performance in 4th grade reading <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, 4th grade teachers  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			





No Progress



Accomplished



Continue/Modify





Discontinue



**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.



**Performance Objective 2:** Provide high-quality Professional Development for all teachers and staff that provide excellent curriculum and instructional support.


**High Priority**






**Evaluation Data Sources:** Accountability Data, Climate Survey, Learning Framework Documentation, TTESS Observation Data, CCI

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create a professional learning plan that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals and improve student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, SUMMIT K12, and formative assessments, consistent and evident alignment to RISD goals and priorities.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Interventionist, specialists</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Identify instructional opportunities within classroom experiences for the RISD Priority Goal Strands for NLE students and staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, SUMMIT K12, and formative assessments, consistent and evident alignment to RISD goals and priorities.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Interventionist, Specialist</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Utilize districtwide professional development days and early release days to support and train teachers on the RISD Learner Growth Experience. <b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, SUMMIT K12, and formative assessments, consistent and evident alignment to RISD goals and priorities. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Interventionist, Specialist  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
		Nov	Jan	Mar	June
		 Moderate Progress			
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Focused PD on AVID Foundations in order to ensure all staff are trained on understanding and using rigorous streamlined instruction on a daily basis. <b>Strategy's Expected Result/Impact:</b> Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, SUMMIT K12, and formative assessments, consistent and evident alignment to RISD goals and priorities. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher, AVID Site Team, AVID Elementary Coordinator  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
		Nov	Jan	Mar	June
		 Moderate Progress			

Strategy 5 Details		Reviews			
<b>Strategy 5:</b> Equip campus staff with training on disability awareness, evidence based best practices. <b>Strategy's Expected Result/Impact:</b> Increased disability awareness and basic knowledge of conditions that could be considered a disability under 504 and/or IDEA, effective instructional practices, quality referrals for evaluation to 504 and/or special education. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Special Education Team, Interventionist, Specialists  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
		Nov	Jan	Mar	June
		 Moderate Progress			
Strategy 6 Details		Reviews			
<b>Strategy 6:</b> Provide purposeful, innovative and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning and aligns with individual growth goals of all students and staff. Plan for at least 6 days of iTeam support that facilitates learning with technology in support of Schoology Initiative. Plan for at least 3 days of iTeam support that facilitates learning with technology in support of the RISD Learning Framework. <b>Strategy's Expected Result/Impact:</b> Increased understand and implementation of Schoology instead of Google Classroom, intentional and aligned lesson plans and classroom experiences with technology. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, LITE, Tech Assistant  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> 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
		Nov	Jan	Mar	June
		 Moderate Progress			

Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Utilize PLC meetings to analyze student performance data, create plans for student interventions which includes using Branching Minds and collaborate to improve all students' learning experiences.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased performance on all STAAR assessment areas, Improved TEA accountability rating, increased number of students performing on grade level, improved quality of small group instruction and intervention plans.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, PLC Teams, Interventionists, Specialists</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			







Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> The campus will implement a comprehensive capacity-building plan to strengthen teacher and leader effectiveness, with a focus on improving instruction for all students, including special populations.</p> <p><b>Strategy's Expected Result/Impact:</b> At least 90% of teachers will demonstrate growth in instructional practices as measured by walkthrough and coaching tools.  100% of inexperienced or ineffective teachers will show documented growth from baseline by mid-year and end-of-year checkpoints.  Leadership team members (principal, APs, ICs) will demonstrate increased capacity in coaching and instructional leadership, as measured by leadership rubrics.  Improved student outcomes in core content areas, particularly for special populations (EL, SPED, At-Risk), as reflected in formative and summative assessments.</p> <p>Professional Development Plan:</p> <p>Principal: District-led leadership development plus monthly one-on-one coaching from Area Superintendent  Assistant Principals &amp; Instructional Coaches will attend monthly AP and IC learning sessions that focus on observation feedback and lesson internalization.  Teachers: targeted PD sessions (curriculum, data analysis, differentiation), and coaching cycles.</p> <p>Differentiation:  Inexperienced/Ineffective teachers receive consistent feedback cycles, coaching, and model lesson support.  Experienced/effective teachers receive leadership development opportunities, advanced PLC facilitation, and mentoring roles.</p> <p>Evaluation Tools:  Classroom Walkthroughs in Strive, Leadership Coaching Rubric, and PLC fidelity checks.  Look-fors include: lesson alignment, student engagement, formative assessment use, and evidence of strategies for special populations.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Manager  Campus Principals  Assistant Principals  Instructional Coaches</p> <p><b>Title I:</b>  2.52  - <b>TEA Priorities:</b>  Recruit, support, retain teachers and principals, Improve low-performing schools  - <b>ESF Levers:</b>  Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction  - <b>Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 3:** Improve the learning experiences, achievement data and growth for NLE's identified gifted students.

**HB3 Goal**

**Evaluation Data Sources:** Accountability Data, Climate Survey, TTESS Observations, CoGat Results Data, CCI, GT student rates and program growth.



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Ensure all classroom teachers grades K-5 obtain 30 hours of Gifted and Talented professional development as well as the continued 6 hours of depth and complexity in the following years.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved enrichment and challenging Learning experiences for G/T identified and high-performing students, at least one year's growth for all gifted and high-performing students.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Advanced Learning Teacher, Classroom Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Utilize the Gifted Specialist on campus as well as AVID strategies to support teachers in planning engaging instruction, creating lesson or small group plans, and implementing gifted strategies to improve the learning experiences.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved enrichment and challenging learning experiences for G/T identified and high-performing students, at least one year's growth for all gifted and high-performing students.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Bilingual Advanced Learning Teacher, Classroom Teachers</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.






**Performance Objective 4:** Improve the learning experiences and academic performance among special education student populations, including Special Education and Emergent Bilingual identified students.

**High Priority**

**Evaluation Data Sources:** Accountability Data, Climate Survey, TTESS Observations, MDET Data, CCI, IEP Progress Documentation, TELPAS






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Embed ELlevation Strategies into regular classroom instruction to provide content-based language instruction as well as Summit K12 to Emergent Bilingual students at NLE. <b>Strategy's Expected Result/Impact:</b> Increased student achievement for NLE EB students, increased positive school experience for EB students, improvement on NLE TELPAS scores. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Language Acquisition Teacher  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Equip campus staff with training on disability awareness, evidence based practices, and inclusive instruction. <b>Strategy's Expected Result/Impact:</b> Increased disability awareness and basic knowledge of conditions that could be considered a disability under 504 and/or IDEA, effective instructional practices, quality referrals for evaluation to 504 and/or special education. <b>Staff Responsible for Monitoring:</b> Administration, Instructional Leadership Team, Special Education Team, Counselors, Interventionist, Specialists  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> 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
	Nov	Jan	Mar	June
	 Moderate Progress			



Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Implement ESL content-based model in K-5 grades. Utilize Linguistic Acquisition Teachers to support ELLevation strategies and ensure all ESL and content teachers progress, monitor and adjust to meet needs of students and actively utilize intervention resources to address student needs.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance for our second language learners.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, all staff</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.




**Performance Objective 5:** Implement a PLC structure that ensures curriculum internalization, data-driven instruction, and alignment to student growth goals.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> The principal, has served at Northlake for 1 year and has 3 years of school turnaround experience at Forest Meadow Middle School. The campus will establish and sustain Professional Learning Communities (PLCs) that meet regularly to analyze student data, plan instruction, and ensure fidelity of curriculum implementation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student outcomes through consistent use of Weekly Planning and Data Meeting protocols. Strengthened teacher collaboration and alignment of curriculum and assessment practices. Improved teacher capacity through structured feedback and coaching within PLCs.</p> <p>K-5 Meet one/ per week for internalization and data protocols Facilitators: Instructional Coaches assigned to each grade band. Attendees: All grade-level/content teachers, Instructional Coaches, and administrators. Protocols: Region 10 MIA Checklist and Weekly Data Protocols</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coaches Assistant Principals</p> <p><b>Title I:</b> 2.51, 2.53 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - <b>Additional Targeted Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** We will create opportunities to ensure engagement with community members in RISD.

**Performance Objective 1:** Increase opportunities for families to be involved and engaged at Northlake.

**Evaluation Data Sources:** PTA membership, volunteer hours, attendance at school wide events

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide consistent volunteer opportunities at Northlake (library helpers, We Read, etc.) <b>Strategy's Expected Result/Impact:</b> Increase in parent volunteers and parent engagement. <b>Staff Responsible for Monitoring:</b> Administration, PTA, Front Office, Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide opportunities for students to be involved in clubs and activities at Northlake (Cheer, Choir, Chess Club, Mahjong Club, Sports Club) <b>Strategy's Expected Result/Impact:</b> Increased student/family engagement <b>Staff Responsible for Monitoring:</b> All Staff  <b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Plan and organize school wide events that engage all families and provide a home/school connection (Back to School Night, Carnival, Multicultural Night, AVID Night, Talent Show, etc.). <b>Strategy's Expected Result/Impact:</b> Increase in family engagement. <b>Staff Responsible for Monitoring:</b> All Staff  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 4:** We will create opportunities to ensure engagement with community members in RISD.




**Performance Objective 2:** Provide consistent communication with parents and community members.

**Evaluation Data Sources:** Northlake News/Smore, Talking Points & Final Site

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Finals site and Smore to create weekly newsletters (Northlake News) to parents and community members. <b>Strategy's Expected Result/Impact:</b> Increased parent communication. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Moderate Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

**Performance Objective 1:** Ensure operations are conducted in a financially efficient and effective manner.




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Train staff in energy management to optimize building energy use <b>Strategy's Expected Result/Impact:</b> Lower energy consumption <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement an electronic document process for all student cumulative folders. <b>Strategy's Expected Result/Impact:</b> Cost savings of storage and transport. No physical cumulative folders will be stored on the campus and will no longer be transported from campus to campus. Immediate access to needed data for all departments. <b>Staff Responsible for Monitoring:</b> Administration, Student Data Specialist	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training for staff members on proper money handling procedures. <b>Strategy's Expected Result/Impact:</b> Effective and intentional spending, appropriate use of funds <b>Staff Responsible for Monitoring:</b> Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Provide training on proper procurement procedures for all staff who directly order/receive goods. <b>Strategy's Expected Result/Impact:</b> Effective and intentional spending, appropriate use of funds <b>Staff Responsible for Monitoring:</b> Administration, Executive Assistant		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> Moderate Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					





**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

**Performance Objective 2:** Provide a safe, comfortable, and well-maintained environment at the NLE campus.

**Evaluation Data Sources:** Staff Climate Survey, Parent Survey, Informal Feedback

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement reporting system for air systems, technology, and infrastructure issues and submit work orders efficiently. <b>Strategy's Expected Result/Impact:</b> High approval rating on staff, parent, and student climate surveys regarding a quality learning environment. <b>Staff Responsible for Monitoring:</b> Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold four "I Know What To Do Days" in October, December, February, and April. <b>Strategy's Expected Result/Impact:</b> Increased safety, increased student awareness and knowledge <b>Staff Responsible for Monitoring:</b> Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Maintain successful compliance of safety and security requirements, including the addition of a NLE Security Officer to comply with HB3 <b>Strategy's Expected Result/Impact:</b> Texas School Safety Center approval for all requirement elements of our Safety and Security Plan, increased safety, increased student awareness and knowledge <b>Staff Responsible for Monitoring:</b> Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			



Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Conduct Safety Week at the beginning of the year to practice SRP - evacuate, hold, lockdown, shelter, and secure. <b>Strategy's Expected Result/Impact:</b> Increased safety, increased student awareness and knowledge. <b>Staff Responsible for Monitoring:</b> Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide on-going training to staff and students on campus safety protocols. <b>Strategy's Expected Result/Impact:</b> Increased safety, increased student awareness and knowledge <b>Staff Responsible for Monitoring:</b> Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide parents wit communication after each safety drill. <b>Strategy's Expected Result/Impact:</b> Increased safety, increased student and parent awareness and knowledge <b>Staff Responsible for Monitoring:</b> Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Ensure that all visitors on the NLE campus complete a background check through the Verkada system. Additionally, ensure all volunteers complete a background check through VOLY. <b>Strategy's Expected Result/Impact:</b> Increased safety, increased student and parent awareness and knowledge <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			



No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

**Performance Objective 3:** Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

**Evaluation Data Sources:** Expect a 95% or better positive response on the district climate survey. Move from Advanced to Exemplary in the area of Technology Support (Environment) on the BrightBytes Survey.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to work with the district to ensure high quality connectivity and cell service at Northlake. <b>Strategy's Expected Result/Impact:</b> Increase in connectivity and cell service at NLE. <b>Staff Responsible for Monitoring:</b> Computer Lab Tech, Administration, District Technology Dept.  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Moderate Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

# State Compensatory

## Budget for Northlake Elementary

**Total SCE Funds:** \$3,946.00

**Total FTEs Funded by SCE:** 0

**Brief Description of SCE Services and/or Programs**

Student academic boot camps and AVID supplies.