

Richardson Independent School District

Northwood Hills Elementary

2025-2026 Campus Improvement Plan

Accountability Rating: D



Mission Statement

The mission of Northwood Hills is that we will create a positive environment that encourages kindness, independence and curiosity to inspire life-long learners within a diverse community in an ever changing world

Vision

Every student, teacher, and leader will meet or exceed their academic growth goals.

Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

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Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

Northwood Hills teachers are highly qualified professionals who are committed to all students connecting, growing, learning, and succeeding.

We believe in fostering opportunities for growth for each child and offer intervention and extensions both during the school day and before/after school to promote student success.

Northwood Hills offers a variety of student programs and services to support student learning, well-rounded education, and a safe and healthy learning environment. Those programs include but are not limited to:

- Advanced Academics
- Dyslexia Services
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Multi-Tiered Systems of Support
- Special Education Services

School Processes & Programs Strengths

Our staff is highly committed to the success of each student.

Our schedule offers opportunities for teachers and staff to work collaboratively to meet the needs of students.

Our campus culture supports a positive learning environment where students academic as well as social and emotional needs are met.

A culture of high expectations and positive attitudes among the staff have created a supportive and collaborative culture that encourages the growth of all on our campus.

Our campus is committed to working collaboratively to support student growth and achievement and are committed to the PLC process and have embraced the four questions of effective PLCs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Processes and programs need to continue to promote positive school culture and meet the academic needs so all students can grow and achieve success.

Root Cause: Continue to develop ways to identify a larger number of students who qualify for programs.

Perceptions

Perceptions Summary

Northwood Hills is committed to providing a supportive, collaborative and invested culture among students, staff, families and community. We encourage stake holder involvement and feedback and offer various ways for the family and community to support as a volunteer, member of our site-based campus committee, and PTA.

Perceptions Strengths

96% of teachers understand their role in implementing our school's key actions. Our campus bases its action on the core beliefs of the district.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Not all students have achieved their full potential academically or behaviorally.







Root Cause: Systems need to be developed or refined to focus on positive behavior interventions and teaching social-emotional learning. Students need to be involved in setting their own goals. Ensuring students who need it are receiving high-quality interventions.

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: All staff and students will establish and consistently monitor two measurable growth goals to promote continuous improvement and academic success.




Strategy 1 Details	Reviews			
Strategy 1: Develop and implement a system to house goals and evidence towards goals and tools for progress measurement utilizing Schoology & Seesaw for teachers and students to set and track goals. Four artifacts added to the Schoology Portfolio - one per quarter. Strategy's Expected Result/Impact: Build growth mindset and efficacy. Staff Responsible for Monitoring: All school staff, students, and parents. TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Ensure 100% compliance of quarterly IEP progress monitoring reports for students receiving services through Special Education. Strategy's Expected Result/Impact: Increase in quality of IEP progress monitoring reports. Staff Responsible for Monitoring: Campus Administrators, SPED Staff TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<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 2: Provide intentional activities and experiences across the campus that promote students' social and emotional growth, equipping them with the skills to build positive relationships, make responsible decisions, and thrive academically and personally.

Evaluation Data Sources: Discipline referrals, CKH survey, climate survey

Strategy 1 Details	Reviews			
Strategy 1: Ensure all students have a school/home connection (club, extracurricular, activity, an adult at school) Strategy's Expected Result/Impact: Increased student engagement with their school Staff Responsible for Monitoring: All school staff TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Clear and consistent implementation of Capturing Kids Hearts to support discipline management. Strategy's Expected Result/Impact: Decrease in discipline referrals. Increase in staff survey results on campus and student discipline. Staff Responsible for Monitoring: Administration, all staff ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Implement state-required bullying prevention requirements consistent with Board policies and procedures (See Appendix A) and implement a communication plan to inform parents of bullying. Strategy's Expected Result/Impact: Decreased incidents of student bullying; increased awareness with staff for signs of bullying Staff Responsible for Monitoring: School administration, counselor, Campus Staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			




Strategy 4 Details	Reviews			
Strategy 4: Implement digital workshops to support 1:1 Technology Initiatives. Topics include: Digital footprint; Managing digital environment; Cybersafety; Cyberbullying Strategy's Expected Result/Impact: Increase awareness and communicate with parents and stakeholders plans for cybersafety Staff Responsible for Monitoring: Administration, LITE	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Implement strategies to engage, include, and collaborate with families, students, residents, businesses, and other stakeholders to align and leverage community engagement collaboratively to improve the education provided to students. Strategy's Expected Result/Impact: Improved student achievement and engagement Staff Responsible for Monitoring: All staff TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
Strategy 6: Increase average daily attendance rate from 94.3% to 96% Strategy's Expected Result/Impact: Increase in student academic and social-emotional growth. Staff Responsible for Monitoring: Administrators, Teachers, Student Data Specialist. TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 7 Details		Reviews			
Strategy 7: Ensure the participation of NHE 6th graders in the transition program from Elementary to Jr High. Strategy's Expected Result/Impact: Parent participation in the informational meeting Student Jr. High assignment notification Students will participate in AVID Signing Day Contract Increasing awareness of magnet programs Staff Responsible for Monitoring: Campus administrators, counselors, 6th grade teachers TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
		 Some 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: implement activities and actions that support student health and well-being, resulting in improved student engagement, resilience, and overall academic and social success.

Evaluation Data Sources: Lesson plans, records

Strategy 1 Details	Reviews			
Strategy 1: Implement "Too Good for Drugs" lessons. Strategy's Expected Result/Impact: Increase awareness of the dangers of drugs. Staff Responsible for Monitoring: Administration, Counselors, Teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Review of enrollment records to verify immunization compliance. Strategy's Expected Result/Impact: 100% of students attending school with complete immunizations Staff Responsible for Monitoring: School Nurse, Campus Administration.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Implement an Emergency Cardiac Response round table drill in the fall and an all-campus AED drill in February to coincide with Heart Month. This is an effort to be prepared to respond quickly if a cardiac event should occur on campus Strategy's Expected Result/Impact: Staff will be trained on emergency response and be ready in the case of incident. Staff Responsible for Monitoring: Administrators, School Nurse	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: Increase the percentage of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics to 50% or more, and Increase the number of students in 3rd-6th grade who score "Meets Grade Level" or above on STAAR in Reading and Math

High Priority

Evaluation Data Sources: Student achievement data

Strategy 1 Details	Reviews			
Strategy 1: Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY and EOY Strategy's Expected Result/Impact: Ensure effective student monitoring throughout the school year Staff Responsible for Monitoring: Staff Responsible for Monitoring: Campus Administration, Instructional Leadership Team, Campus Staff TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Fully implement a rigorous academic MTSS framework that guarantees every student receives timely, targeted, and effective support, ensuring all learners reach and sustain high levels of academic achievement Strategy's Expected Result/Impact: Increased student growth on assessments Staff Responsible for Monitoring: Administrators, Classroom Teachers, Student Support Staff. TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Identify students in need of accelerated learning and intensive intervention, utilizing high-quality instructional materials, and monitor progress in Branching Minds with fidelity. Strategy's Expected Result/Impact: Increased number of students graduating with their cohort. Increased number of students experiencing success in school settings as determined by course mastery. Staff Responsible for Monitoring: Campus Administration, Instructional Leadership Team, Campus Staff TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
Strategy 4: Identify and progress monitor students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds to ensure growth of 5-10% for all students. Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: Identify in a timely manner teachers and campus leaders' professional needs, and provide suitable learning opportunities or resources to ensure growth for all teachers, leaders and students. Targeted Support Strategy	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 5: Increase the percentage of emergent bilinguals meeting TELPAS exit criteria by 5% through the LPAC process



Evaluation Data Sources: TELPAS data








Strategy 1 Details	Reviews			
Strategy 1: Implement a one-way dual language program language allocation plan with fidelity and implement an ESL content-based model in K-6 grades. Utilize ELLevation strategies and ensure that all bilingual and ESL content teachers progress, monitor, and adjust to meet the needs of students. Strategy's Expected Result/Impact: ELLevation usage reports & Performance Growth Goals will show student progress Staff Responsible for Monitoring: Administrators, Classroom Teachers, Language Acquisition Teacher TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

Performance Objective 1: Develop and execute an innovative plan for employee retention to reduce the turnover rate by 5%

Evaluation Data Sources: New hire data
Staff Survey data



Strategy 1 Details	Reviews			
Strategy 1: NHE will respond to staff survey data to improve processes and communication around student discipline to retain professional and auxiliary staff and reduce campus turnover by 5%.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Provide a positive and supportive working culture for all staff members through the implementation of Capturing Kids Hearts professional development. Strategy's Expected Result/Impact: By implementing this strategy, staff will be empowered to employ the EXCEL model in all interaction with students and staff, creating a positive school culture. Staff Responsible for Monitoring: All school staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			






Strategy 3 Details	Reviews			
Strategy 3: Develop systems to adjust schedules and duties so that the job requirements imposed on teachers can be reasonably accomplished in a normal workweek. Strategy's Expected Result/Impact: By implementing this strategy, we will demonstrate respect and value for teacher's time increasing job satisfaction. Staff Responsible for Monitoring: Administrators and Instructional Leadership Team TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, 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
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
Strategy 4: Identify, in a timely manner, teachers and campus leaders' professional needs, and provide suitable learning opportunities or resources. Strategy's Expected Result/Impact: Campus walk-throughs and learning walks will provide feedback for teachers to reflect on practices. Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Form a Principal's Advisory Committee to provide diverse perspectives and recommendations to the principal on school matters, fostering community engagement, promoting student success, and improving school climate	Formative			Summative
	Nov	Jan	Mar	June
	 Some 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 1: Implement a learning framework that provides all RISD students with experiences to develop competencies aligned with the graduate profile by embedding Lead4ward, ELlevation, and the RISD Learner Framework strategies to increase student engagement and growth.

Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal



Strategy 1 Details	Reviews			
Strategy 1: Implement the district learning framework to provide all RISD students experiences to develop competencies aligned with the graduate profile Strategy's Expected Result/Impact: Staff will implement the learning framework that will drive instruction. Highlight and produce exemplars to share with central office to create an "exemplar bank" Staff Responsible for Monitoring: Campus Administration and Instructional Leadership Team. TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Embed learner framework pieces into regular classroom instruction to provide content based opportunities for student engagement and growth Strategy's Expected Result/Impact: % increase student performance on STAAR and other national assessments (5% target increase) % increase positive response on climate survey (staff) Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			




Strategy 3 Details	Reviews			
Strategy 3: Implement district curriculum resources and HQMI in K-6 math with fidelity to ensure a guaranteed and viable curriculum. Monitor implementation through assessments and anyalsis of data Strategy's Expected Result/Impact: % increase in student performance on STAAR and other national assessments (5% target increase) Staff Responsible for Monitoring: All instructional staff, Administators TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	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 2: Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.

Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
Strategy 1: Identify instructional opportunities in teacher-created classroom experiences for the defined priority goal strands for staff and students, and assist in creating LF exemplars. Strategy's Expected Result/Impact: Increased teacher tools Staff Responsible for Monitoring: Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: 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
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Utilize district-wide professional development days and early release days to lead professional learning that promotes continuous growth and equips all employees and students with the knowledge and skills they need to reach their individual growth goals. Strategy's Expected Result/Impact: Staff will understand learner framework and model lessons and learning cycle based on the framework. Staff Responsible for Monitoring: Campus administration, Instructional Leadership Team. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			



Strategy 3 Details	Reviews			
Strategy 3: Focused PD on understanding and using learner experiences in daily instruction. Strategy's Expected Result/Impact: Staff will understand learner framework and model lessons and learning cycle based on the framework Staff Responsible for Monitoring: Campus administration, Instructional Leadership Team. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
Strategy 4: Ensure all K-6 elementary teachers complete their 30 hours of G/T foundational training or 6 hour update. Six hour trainings are approved by the campus ALT. Strategy's Expected Result/Impact: Increased support and growth of GT students. Staff Responsible for Monitoring: ALT, Campus Administration, Instructional Leadership Team TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: Implement Schoology and Seesaw LMS platforms as a tool for facilitating components of the Learning Framework. Strategy's Expected Result/Impact: 100% of teachers receive professional development Walkthrough analysis Staff Responsible for Monitoring: iTeam, Administrators, ILT	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			







Strategy 6 Details	Reviews			
Strategy 6: Plan for iTeam support (at least 3 days) to facilitate learning with technology in support of Learning Framework. Strategy's Expected Result/Impact: Staff will have extra tools to use technology to support the learning framework. Staff Responsible for Monitoring: Campus administration, instructional leadership team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 7 Details	Reviews			
Strategy 7: Implement with fidelity the Data Driven Instruction protocol and weekly data meetings (specifically as it relates to priority areas of 3rd Math and Reading). Strategy's Expected Result/Impact: Increased student growth in assessments. Staff Responsible for Monitoring: ILT, Administrators TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - 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 - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 8 Details	Reviews			
Strategy 8: Implement with fidelity the PLC protocol utilizing the lesson internalization protocol, specifically how it relates to our student outcomes in 3rd grade Reading and Math . Strategy's Expected Result/Impact: Increased student growth in assessments. Staff Responsible for Monitoring: ILT, Administrators Targeted Support Strategy	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 1: Create reciprocal pathways for families to increase and deepen engagement.






Evaluation Data Sources: Family Engagement, Volunteer Engagement including Voly data, Community Engagement including increase in partner outreach efforts and programs.

Strategy 1 Details	Reviews			
<p>Strategy 1: Engage families by working with parents as partners to engage in the learning process and making family engagement nights and other family oriented activities a priority to bridging the gap between school and home. A focus on ensuring a successful transition for new students and families to the NHE family.</p> <p>Strategy's Expected Result/Impact: % positive increase in parent climate survey.</p> <p>Staff Responsible for Monitoring: Campus Administration, classroom teaching staff, Campus Title I coordinator.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, 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 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			
Strategy 2 Details	Reviews			
<p>Strategy 2: We will tell our Campus Story and increase engagement with our school community and parents using Campus Website (working with campus RISD Insider to ensure S&E has appropriate updates), Campus Newsletter/Smore, Campus Social Media, School Marquees, and leveraging relationships with community groups like neighborhood homeowner associations, volunteers, and business partners.</p> <p>Strategy's Expected Result/Impact: Increased engagement with school community.</p> <p>Staff Responsible for Monitoring: Administration, Campus RISD Insider.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			

Strategy 3 Details	Reviews			
Strategy 3: Using our campus RISD insider and a variety of communication strategies to ensure clear communication and increased engagement with campus staff.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
Strategy 4: Hold 4 SBDM meetings through the year with a focus on a comprehensive needs assessment, Data (MAP, Staar, CIAs), CIP goals and strategies and feedback from stakeholders. Strategy's Expected Result/Impact: Increased involvement in community and stakeholder understanding of the school and our goals and feedback loop between school and community. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  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			
Strategy 1: Collaborate with Facility Services and the Energy & Sustainability Department to optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption. Strategy's Expected Result/Impact: Energy use on campus will be efficient and and purposeful. Staff Responsible for Monitoring: Campus administration, staff, custodial staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability		Formative			Summative
		Nov	Jan	Mar	June
		 Moderate Progress			
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</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 all campuses.

Evaluation Data Sources: Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses

Strategy 1 Details	Reviews			
Strategy 1: District will create and implement a walk-through checklist (non-punitive) for the learning environments both inside and outside a campus. Examples found on the checklist: lights not working, out of date signage, old student work, office is neat and clean work space. Strategy's Expected Result/Impact: Completed walkthrough recommendations Staff Responsible for Monitoring: Campus administration ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	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 Northwood Hills Elementary

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 3

Brief Description of SCE Services and/or Programs

Personnel for Northwood Hills Elementary

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Amy Floyd	Instructional Coach	1
Evelyn Hernandez	Aide I	1
Mireya Lugo	Aide	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Denae Lawson	Campus Reading Specialist		1
Lauren Martinez	Campus STEM Specialist		1
Martha Menezes	Dean of Students		1