

Richardson Independent School District
Northlake Elementary
2023-2024 Campus Improvement Plan



Board Approval Date: October 12, 2023

Mission Statement

Northlake Elementary, growing every child, every day.

Vision

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

Value Statement

Integrity

Inspiration

Inclusiveness

Innovation

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Northlake Elementary is a wonderful campus where we serve a diverse community of learners. We currently have 623 students enrolled in Pre K-6th grade. We are a Dual Language campus and offer Dual Language sections in grades Pre K - 4th grade. We are also a Title One campus serving about 72% students of poverty. Here is our current demographic breakdown as of 9/11/23.

Total Enrollment - 623

Economically Disadvantaged - 72%

African American - 32%

Hispanic - 46%

White - 16%

Asian - 3%

Multiple - 2%

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: Many families choose not to report the need for free or reduced lunch (many bring their own lunch).

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			
<p>Strategy 1: Students will keep their goals in their AVID Binders and use their Digital Portfolio in Schoology.</p> <p>Strategy's Expected Result/Impact: Students will monitor their progress using goal setting documents. They will also have regular goal setting conferences with their teachers throughout the year.</p> <p>Staff Responsible for Monitoring: Students and Teachers.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Staff will develop and monitor their goals in Eduphoria and Schoology. Goals will be developed using the RISD Learning Framework.</p> <p>Strategy's Expected Result/Impact: Teachers will meet or exceed their TTESS growth goals.</p> <p>Staff Responsible for Monitoring: All staff and Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</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 - Results Driven Accountability</p>	Formative			Summative
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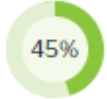
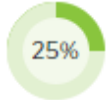

Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will use Branching Minds to identify and progress monitor students in need of intensive intervention or accelerated learning in Reading, Math, Behavior and Speech.</p> <p>Strategy's Expected Result/Impact: Students will receive strategic supports based on need.</p> <p>Staff Responsible for Monitoring: All Staff.</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Ensure that the State Comp. Ed money is utilized effectively for at-risk students at NLE</p> <p>Strategy's Expected Result/Impact: Increase student performance</p> <p>Staff Responsible for Monitoring: Administration, Executive Assistant, Instructional Coach</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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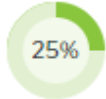



Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth







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			
<p>Strategy 1: Provide multiple opportunities for students to be engaged and enriched at NLE (Running Club, Choir, Announcement Team, etc.)</p> <p>Strategy's Expected Result/Impact: Increased student morale and student attendance.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement a clear and consistent discipline management plan.</p> <p>Strategy's Expected Result/Impact: Reduced number of office referrals and positive climate survey results.</p> <p>Staff Responsible for Monitoring: PBIS Team, Administrators</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Implement state required bullying prevention requirements consistent with Board policies and procedures (see Appendix A).</p> <p>Strategy's Expected Result/Impact: Decrease in bullying incidents and bullying reports.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Implement a communication plan to inform parents of bullying incidents.</p> <p>Strategy's Expected Result/Impact: Decrease in bullying incidents and building trust with parents.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Title I: 2.5, 2.6, 4.2</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Plan for internet safety/digital citizenship.</p> <p>Strategy's Expected Result/Impact: Decrease in bullying incidents and increase in responsible use of technology.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 6 Details	Reviews			
<p>Strategy 6: Student Data Specialist, Counselor and Administrators will monitor student attendance using A2A.</p> <p>Strategy's Expected Result/Impact: Campus attendance rate will improve by 2% over the 2023-2024 school year.</p> <p>Staff Responsible for Monitoring: Teachers, SDS, Counselor, Admin.</p> <p>Title I: 2.4, 2.5, 2.6, 4.1, 4.2</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
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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, IXL, District Assessments, Branching Minds

Strategy 1 Details	Reviews			
<p>Strategy 1: Administer MAP growth diagnostics to 95% of all eligible students in reading and mathematics at BOY, MOY and EOY.</p> <p>Strategy's Expected Result/Impact: Students will create authentic growth goals based on MAP data.</p> <p>Staff Responsible for Monitoring: Professional Staff</p> <p>Title I: 2.4, 2.5, 2.6, 4.1</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>25%</p>	 <p>50%</p>		
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in reading and mathematics.</p> <p>Strategy's Expected Result/Impact: Increase in students meeting expected growth measures.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>- Targeted Support Strategy</p>	Formative			Summative
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	 <p>15%</p>	 <p>50%</p>		







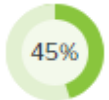
Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor student performance on STAAR interim assessments and locally created assessments in Reading.</p> <p>Strategy's Expected Result/Impact: Percentage of students in 3rd grade who score at meets or masters levels will increase from 50% to 65% by June 2027.</p> <p>Staff Responsible for Monitoring: Teachers, ILT, Admin.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: Monitor student performance on STAAR interim assessments and locally created assessments in Math.</p> <p>Strategy's Expected Result/Impact: Percentage of students in 3rd grade who score at meets or masters levels will increase from 34% to 50% by June 2027.</p> <p>Staff Responsible for Monitoring: Teachers, ILT, Admin.</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
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



Strategy 5 Details	Reviews			
<p>Strategy 5: 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).</p> <p>Strategy's Expected Result/Impact: Increase in student achievement and closing the gaps as evidenced in Branching Minds.</p> <p>Staff Responsible for Monitoring: All Staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Identify students in need of accelerated learning and intensive intervention, utilize high quality instruction materials and monitor student progress in Branching Minds.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement.</p> <p>Staff Responsible for Monitoring: All staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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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-6 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			
<p>Strategy 1: Use the information provided by Student Services to present Suicide Abuse Prevention and Substance Abuse Prevention and Intervention Training for all faculty and staff.</p> <p>Strategy's Expected Result/Impact: Staff will have increased awareness of how to locate and use resources to support mental health.</p> <p>Staff Responsible for Monitoring: Counselor & Administration</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: School nurse will monitor immunization compliance of the student body.</p> <p>Strategy's Expected Result/Impact: Students will have appropriate immunizations required by state law.</p> <p>Staff Responsible for Monitoring: School Nurse</p> <p>Title I: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: 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.</p> <p>Strategy's Expected Result/Impact: The staff will be prepared in the event of an emergency.</p> <p>Staff Responsible for Monitoring: School Nurse and Administration</p> <p>Title I: 2.6</p>	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 4 Details	Reviews			
<p>Strategy 4: Counselors and teachers work together to deliver Too Good for Drug lessons.</p> <p>Strategy's Expected Result/Impact: Students will learn about making healthy choices for themselves.</p> <p>Staff Responsible for Monitoring: Counselor, Teachers.</p> <p>Title I: 2.5, 2.6, 4.1</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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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).

Strategy 1 Details	Reviews			
<p>Strategy 1: The Inclusion Team will meet monthly to ensure that we are recognizing and celebrating all cultures, especially those represented in our Northlake Community. They will ensure that we are utilizing learning resources provided by the RISD EDI Department.</p> <p>Strategy's Expected Result/Impact: The Inclusion Committee will plan school wide events throughout the year (Hispanic Heritage Month, Multicultural Night, Black History Month, etc.)</p> <p>Staff Responsible for Monitoring: All Staff</p> <p>Title I: 2.5, 2.6, 4.1, 4.2</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</p>	Formative			Summative
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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 junior high.

Evaluation Data Sources: Counselor meetings with students to develop schedules for upcoming 6th and 7th grade students.

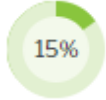



Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors will work with students and parents as they develop course cards as students transition to 6th and 7th grade.</p> <p>Strategy's Expected Result/Impact: Students will have a good understanding of their schedule and courses for the following year.</p> <p>Staff Responsible for Monitoring: Counselors, 5th and 6th grade teachers.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Counselors will hold parent meetings to discuss junior high scheduling and course cards.</p> <p>Strategy's Expected Result/Impact: Parents will have a better understanding of junior high scheduling and courses available to their students.</p> <p>Staff Responsible for Monitoring: Counselors and 6th grade teachers.</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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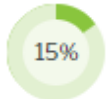





Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

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			
<p>Strategy 1: 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.</p> <p>Strategy's Expected Result/Impact: Increased staff retention, particularly with new teachers.</p> <p>Staff Responsible for Monitoring: Administrators, IC, Mentor Teachers</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</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: In addition to the RISD Mentor program, we will provide classroom teachers support from Instructional Specialists (IC, CMS, CRS, LAT, ALT) as well as District Specialists (Academic Facilitators, AVID Elementary Coordinator, Bilingual Specialists) to support with planning, modeling and coaching.</p> <p>Strategy's Expected Result/Impact: Increase teacher retention for new and experienced teachers.</p> <p>Staff Responsible for Monitoring: Administration, ILT, District Specialists</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Work with Northlake PTA and Sunshine Committee to provide teachers with support and incentives throughout the school year.</p> <p>Strategy's Expected Result/Impact: Increase positive school climate.</p> <p>Staff Responsible for Monitoring: Administration, Sunshine Committee, PTA</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</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: Implement different ways to recognize teams and staff members for their accomplishments and hard work (weekly shout-outs, Team of the 9 weeks, WOW Awards, Super Teacher, Teacher of the Year, etc.)</p> <p>Strategy's Expected Result/Impact: Increase in school climate.</p> <p>Staff Responsible for Monitoring: Administration, PBIS Team, All Staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
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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			
<p>Strategy 1: Utilize the district developed walk through form to provide teachers with consistent feedback.</p> <p>Strategy's Expected Result/Impact: Growth on the TTESS Rubric and Teacher Goals.</p> <p>Staff Responsible for Monitoring: Administration</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>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct at least 5 walk throughs per week.</p> <p>Strategy's Expected Result/Impact: Teacher growth and increase in effective teaching strategies.</p> <p>Staff Responsible for Monitoring: Administration</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 3: Positive School Culture</p>	Formative			Summative
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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			
<p>Strategy 1: Work with Human Resources to recruit and hire new teacher candidates. Strategy's Expected Result/Impact: Increase in staff retention, Hire high quality teachers/staff Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement a hiring process that allows for an increase in diversity among our staff. Strategy's Expected Result/Impact: Increase in diversity among our staff. Staff Responsible for Monitoring: Administration</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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			
<p>Strategy 1: Implement the RISD Learning Framework that provides all students with appropriate and effective experiences to develop competencies aligned with the RISD Graduate Profile.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Linguistic Acquisition Teacher</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Embed Lead4Ward Strategies into classroom instruction and intervention groups.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum for rigorous Tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>15%</p>	 <p>40%</p>		
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide AVID college career and readiness in all grade levels at NLE as an AVID Campus.</p> <p>Strategy's Expected Result/Impact: 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 and 6th grade students to transition to middle school.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, AVID Site Team, AVID Elementary Coordinator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>25%</p>	 <p>60%</p>		



Strategy 5 Details	Reviews			
<p>Strategy 5: Provide high quality instructional opportunities in 4th grade to increase reading achievement (LHLC Playbook Goal)</p> <p>Strategy's Expected Result/Impact: Increase student performance in 4th grade reading</p> <p>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, 4th grade teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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>Strategy 1: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Interventionist, specialists</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p>Strategy 2: Identify instructional opportunities within classroom experiences for the RISD Priority Goal Strands for NLE students and staff.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Interventionist, Specialist</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize districtwide professional development days and early release days to support and train teachers on the RISD Learner Growth Experience.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher, Bilingual Advanced Learning Teacher, Interventionist, Specialist</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Focused PD on AVID Foundations in order to ensure all staff are trained on understanding and using rigorous streamlined instruction on a daily basis.</p> <p>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher, AVID Site Team, AVID Elementary Coordinator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>15%</p>	 <p>55%</p>		
Strategy 5 Details	Reviews			
<p>Strategy 5: Equip campus staff with training on disability awareness, evidence based best practices, and inclusive instruction.</p> <p>Strategy's Expected Result/Impact: 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.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Special Education Team, Interventionist, Specialists</p> <p>Title I: 2.4, 2.5, 2.6, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>20%</p>	 <p>50%</p>		





Strategy 6 Details	Reviews			
<p>Strategy 6: 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.</p> <p>Strategy's Expected Result/Impact: Increased understand and implementation of Schoology instead of Google Classroom, intentional and aligned lesson plans and classroom experiences with technology.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, LITE, Tech Assistant</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p>Strategy 7: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, PLC Teams, Interventionists, Specialists</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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>Strategy 1: Ensure all classroom teachers grades K-6 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administrators, Bilingual Advanced Learning Teacher, Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: 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>Strategy's Expected Result/Impact: 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>Staff Responsible for Monitoring: Administrators, Bilingual Advanced Learning Teacher, Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



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

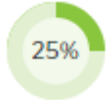





Performance Objective 4: Improve the learning experiences and academic performance among special education student populations, including Special Education and Emergent Bilingual identified students.

High Priority

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Embed ELlevation Strategies into regular classroom instruction to provide content-based language instruction as well as Summit K12 to Emergent Bilingual students at NLE.</p> <p>Strategy's Expected Result/Impact: Increased student achievement for NLE EB students, increased positive school experience for EB students, improvement on NLE TELPAS scores.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 2 Details	Reviews			
<p>Strategy 2: Equip campus staff with training on disability awareness, evidence based practices, and inclusive instruction.</p> <p>Strategy's Expected Result/Impact: 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.</p> <p>Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Special Education Team, Counselors, Interventionist, Specialists</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>20%</p>	 <p>55%</p>		
Strategy 3 Details	Reviews			
<p>Strategy 3: Implement ESL content-based model in K-6 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>Strategy's Expected Result/Impact: Increase student performance for our second language learners.</p> <p>Staff Responsible for Monitoring: Administration, all staff</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>20%</p>	 <p>45%</p>		







Strategy 4 Details	Reviews			
<p>Strategy 4: Implement one-way dual language program with integrity. Follow the content language allocation plan and monitor using learning walks. Provide feedback through walkthrough analysis.</p> <p>Strategy's Expected Result/Impact: Increase student achievement for dual language learners</p> <p>Staff Responsible for Monitoring: Administration, dual language teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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

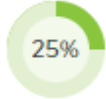





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide consistent volunteer opportunities at Northlake (library helpers, Wednesday cart, etc.) Strategy's Expected Result/Impact: Increase in parent volunteers and parent engagement. Staff Responsible for Monitoring: Administration, PTA, Front Office, Teachers</p> <p>Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide opportunities for students to be involved in clubs and activities at Northlake (Cheer, Library Assistants, Choir, Spelling Club, Art Club, etc.) Strategy's Expected Result/Impact: Increased student/family engagement Staff Responsible for Monitoring: All Staff</p> <p>Title I: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: 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.).</p> <p>Strategy's Expected Result/Impact: Increase in family engagement.</p> <p>Staff Responsible for Monitoring: All Staff</p> <p>Title I: 4.1</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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 Notes/Smore and Blackboard Connect Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize Blackboard Connect and Smore to create bi-weekly newsletters (Northlake Notes) to parents and community members.</p> <p>Strategy's Expected Result/Impact: Increased parent communication.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 4.1</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

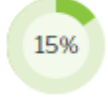

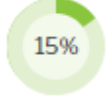
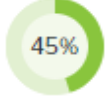

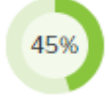
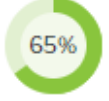



Performance Objective 1: Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details	Reviews			
Strategy 1: Train staff in energy management to optimize building energy use Strategy's Expected Result/Impact: Lower energy consumption Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement an electronic document process for all student cumulative folders. Strategy's Expected Result/Impact: 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. Staff Responsible for Monitoring: Administration, Student Data Specialist	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide training for staff members on proper money handling procedures. Strategy's Expected Result/Impact: Effective and intentional spending, appropriate use of funds Staff Responsible for Monitoring: Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide training on proper procurement procedures for all staff who directly order/receive goods. Strategy's Expected Result/Impact: Effective and intentional spending, appropriate use of funds Staff Responsible for Monitoring: Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </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			
<p>Strategy 1: Implement reporting system for air systems, technology, and infrastructure issues and submit work orders efficiently.</p> <p>Strategy's Expected Result/Impact: High approval rating on staff, parent, and student climate surveys regarding a quality learning environment.</p> <p>Staff Responsible for Monitoring: Administration, Executive Assistant</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Hold four "I Know What To Do Days" in October, December, February, and April.</p> <p>Strategy's Expected Result/Impact: Increased safety, increased student awareness and knowledge</p> <p>Staff Responsible for Monitoring: Administration, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Maintain successful compliance of safety and security requirements, including the addition of a NLE Security Officer to comply with HB3</p> <p>Strategy's Expected Result/Impact: Texas School Safety Center approval for all requirement elements of our Safety and Security Plan, increased safety, increased student awareness and knowledge</p> <p>Staff Responsible for Monitoring: Administration, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Conduct Safety Week at the beginning of the year to practice SRP - evacuate, hold, lockdown, shelter, and secure.</p> <p>Strategy's Expected Result/Impact: Increased safety, increased student awareness and knowledge.</p> <p>Staff Responsible for Monitoring: Administration, Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Provide on-going training to staff and students on campus safety protocols. Strategy's Expected Result/Impact: Increased safety, increased student awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Provide parents with communication after each safety drill. Strategy's Expected Result/Impact: Increased safety, increased student and parent awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Ensure that all visitors on the NLE campus complete a background check through the Raptor system. Additionally, ensure all volunteers complete a background check through VOLY. Strategy's Expected Result/Impact: Increased safety, increased student and parent awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers, Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </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 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			
<p>Strategy 1: Continue to work with the district to ensure high quality connectivity and cell service at Northlake.</p> <p>Strategy's Expected Result/Impact: Increase in connectivity and cell service at NLE.</p> <p>Staff Responsible for Monitoring: Computer Lab Tech, Administration, District Technology Dept.</p> <p>ESF Levels: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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.