NEEDVILLE INDEPENDENT SCHOOL DISTRICT

District Improvement Plan 2016 - 2017

Approved-February 15, 2017

High Expectations for Everyone
Teaching and Learning for Everyone
Respect for Everyone

NEEDVILLE INDEPENDENT SCHOOL DISTRICT

District Improvement Plan
2016-2017

VISION

To become an exemplary school district in which every child achieves to his or her maximum ability through rigorous, engaging curriculum and systems of support that cultivate the potential and promote the well-being of every individual child.

MISSION

Needville ISD strives to create an environment where students reach their full potential and become productive, successful citizens.

Approved by Board of Trustees:

Needville Independent School District

Curtis W. Rhodes, Superintendent of Schools

Board of Trustees
Jimmie R. Kocian, President
Kim R. Janke, Vice President
Chris Janicek, Secretary
Tim Sbrusch, Asst. Secretary
Scott Valchar
Glenn Vecera
John West

NISD District Advisory Council

Elected Membership

Needville Elementary	Needville Middle	Needville Junior High	Needville High
Amanda Polak	Janine Lindsey	Sandy O'brien	Delta McFarland
Peggy Mund	Lisa Dibala	Reena Reese	Jimmie Amox
			Marc Hackstedt

Other Professional Staff
Stacey Stavinoha, Beth Briscoe, Curtis Rhodes, Marla Sebesta, Karen Smart, Jeff Abbe. Jamie Valentine

Selected Parents, Business and Community Members
Kevin Mitchell, Shelly Wendt, Kim Fredrickson, Karen Murph, Lynette Kovarcik, Stephanie Dees, Stacy Meyer

Purpose of District Improvement Plan

The District Improvement Plan (DIP) guides the district in effective district and campus improvement planning for establishing a school district of excellence both in academic programs and performance, as well as in financial and facility planning and district operations. This plan is established through a collaborative process of input and feedback from the members of the District Advisory Council (DAC), district staff, and the Superintendent.

Improved student performance in NISD is defined as meeting or exceeding state standards for all student groups in a district context that promotes excellence in all areas. Together, the Superintendent, along with district staff, teachers, other non-teaching staff, business representatives, parents, and community members:
   * assess educational outcomes of all students
   * establish performance objectives
   * provide strategies and activities
   * continuously monitor the components of the improvement plan to improve student performance for all students

The long range goals of the District Improvement Plan (DIP) provide direction and concentrated focus for the district. In turn, at the campus level, the Campus Advisory Committees (CAC) develop a Campus Improvement Plan (CIP) that is linked to the goals and objectives of the DIP.

District Area and Population

The district size is approximate 187 square miles encompassing 10,465 residents.
All totals are based on Fall 2015 PEIMS (Public Education Information Management System)

Student Population **Total**

1 Elementary School	1 Middle School	1 Junior High School	1 High School	4 Schools
1,169 students	423 students	499 students	923 students	3015 students

Student Ethnicity (Percentages represent ethnicity of the diverse NISD student body)

Hispanic	White	Asian	African American	American Indian	Two or more Races
44.9%	50.0%	0.4%	3.7%	0.3%	1.3%

Faculty & Staff (Based on full time equivalents)

Teachers	189	Professional Support	18
Campus Administrative	12	Central Administrative	3.4
Educational Aides	50	Auxiliary Staff	61

Total Personnel by Ethnicity

White	87%	Hispanic	7.4%
African American	5.3%	Other	0.0%

Teachers by Highest Degree Held

Doctorate	1%	Masters	29%
Bachelors	159%	No Degree	0.0%

Number of Teachers by Years of Experience

Over 20 Years Experience	59	11-20 Years Experience	55
6-10 Years Experience	35	1 – 5 Years Experience	40
Beginning Teachers	0		

Teacher Salary Range   Beginning Average Salary $45,507
Over 20 Years Teacher Average Salary $60,613

District Demographics

	2011-2012	2012-2013	2013-2014	2014-2015	2015-16
Total Students	2664	2769	2825	2911	3015
African American	4%	4%	3%	3%	4%
Hispanic	41%	43%	43%	43%	45%
White	53%	51%	51%	51%	50%
Two or more Races	1%	1%	1%	1%	1%
Economically Disadvantaged	37%	38%	38%	39%	38%
Limited English Proficient	9%	10%	10%	10%	10%
At-Risk	36%	38%	41%	38%	43%

As the table indicates, the Needville ISD enrollment has increased over the past five years. Additionally, the table shows a slight increase in the number Hispanic students in the district and a slight decrease in the White populations. The number of "At Risk" has fluctuated over the past five years. The rise in the number of Hispanic students indicates a possible need to employ strategies targeting students with limited English proficiency because students raised in Hispanic homes may have sufficiently-developed social language to pass the LEP screening test, yet still lack adequate academic language to ensure their success and achievement in the classroom and on state-mandated assessments. Continued efforts at reaching the Economically Disadvantaged population as well as those students who are considered At-Risk will be made.

Needville Independent School District

Mission Statement

Needville ISD strives to create an environment where students reach their full potential and become productive, successful citizens.

Vision

To become an exemplary school district in which every child achieves to his or her maximum ability through rigorous, engaging curriculum and systems of support that cultivate the potential and promote the well-being of every individual child.

Standards of Belief

High Expectations for Everyone
Teaching and Learning for Everyone
Respect for Everyone

Needville Independent School District

Strategic Goals

Strategic Goal 1: To prepare all Texas students for post-secondary success in the global economy.

Strategic Goal 2: To increase the awareness of cultural diversity with the changing demographics of Texas.

Strategic Goal 3: To create a positive, safe environment that is conducive to learning.

Strategic Goal 4: To recruit and retain qualified and effective educators.

District Improvement Goals

District Goal 1: Needville ISD will demonstrate and sustain growth in student achievement (SG 1, SG4)

District Goal 2: Needville ISD will improve home/community involvement within the district. (SG 2)

District Goal 3: Needville ISD will provide opportunities to enhance instruction through more effective staff development. (SG1)

District Goal 4: Needville ISD will provide a safe school environment conducive to student achievement. (SG3)

Needville ISD District Goals and Objectives
2016-2017

District Goal 1: **Needville ISD will demonstrate and sustain growth in student achievement (SG 1, SG4)**

Objective 1: Highly qualified staff: All students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals according to No Child Left Behind (NCLB)/ Every Student Succeeds Act (ESSA).

Objective 2: Ensure all Needville ISD special programs are in compliance with program effectiveness by providing staff development to all NISD staff.

Objective 3: State Assessments, TELPAS, TPRI, and achievement scores for all students and special populations will improve yearly with a goal of 90% passing in each demographic group, content area, and overall.

Objective 4: Through the teaching of the TEKS, all students will perform at/or above the state standards on the state test in math, reading/writing/ELA, science, and social studies.

Objective 5: Meet or exceed the annual student attendance rate threshold of 97.0% each year.

Objective 6: Maintain exemplary dropout rate which is less than or equal to 1% in all student groups.

Objective 7: Increase performance on all other assessments (AP, PSAT, SAT, and ACT).

Objective 8: All students will graduate from high school on time, college and career ready.

Needville ISD District Goals and Objectives-Continued

District Goal 2: Needville ISD will improve home/community involvement within the district. (SG 2)

Objective 1: Needville ISD will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.

District Goal 3: Needville ISD will provide opportunities to enhance instruction through more effective staff development. (SG1)

Objective 1: Organize to successfully support a high-performance system.
Objective 2: Needville ISD will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the district is striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.
Objective 3: Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.

District Goal 4: Needville ISD will provide a safe school environment conducive to student achievement. (SG3)

Objective 1: Establish effective financial and business practices.
* Align our financial resources with student needs.
* Ensure efficient use of financial resources with student needs.
Objective 2: Needville ISD will implement more uniform and consistent procedures, classroom management plans, and discipline plans to produce a safe environment conducive to learning.
Objective 3: NISD will implement programs in health and wellness for students, faculty, and staff including nutrition and physical education.

Mission of Texas Public Education

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and in the future in the social, economic, and educational opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family and that parental involvement in the school is essential for the maximum educational achievement of a child.

Public Education Academic Goals

To serve as a foundation for a well-balanced and appropriate education:

GOAL 1:   The students in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL 2:   The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL 3:   The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL 4:   The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

Public Education Objectives

The objectives of public education are:

OBJECTIVE 1: Parents will be full partners with educators in the education of their children.

OBJECTIVE 2: Students will be encouraged and challenged to meet their full educational potential.

OBJECTIVE 3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

OBJECTIVE 4: A well-balanced and appropriate curriculum will be provided to all students.

OBJECTIVE 5: Qualified and highly effective personnel will be recruited, developed, and retained.

OBJECTIVE 6: The state's students will demonstrate exemplary performance in comparison to national and international standards.

OBJECTIVE 7: School campuses will maintain a safe and disciplined environment conducive to student learning.

OBJECTIVE 8: Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning.

OBJECTIVE 9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration

District Accomplishments – Student Performance

*(adapted Texas Academic Performance Report 2015-16)*

MAJOR FINDINGS

Attendance and Dropout Rates in NISD are better than either the Region or State.

Attendance 2014-2015
*Note: This TAPR indicator is one year behind the TAPR report year.*

This percent of student attendance was calculated for the entire year (2014-15) for grades 1-12. For acknowledgement on 2014-15 Attendance Rates, a school district must reach at least 96.0%.

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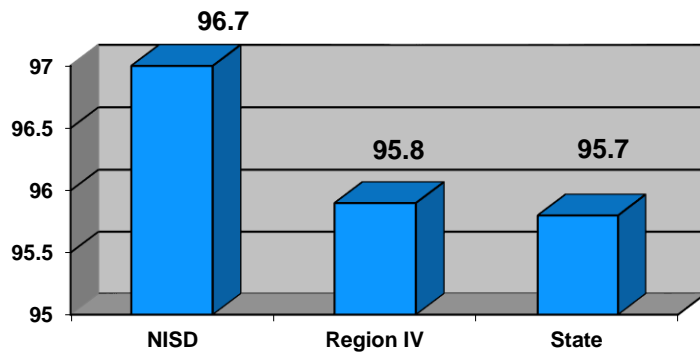
Annual Dropout Rate 2014-2015
Note: This TAPR indicator is one year behind the TAPR report year.

The dropout rate is the number of dropouts summed across grades 9,10,11 and 12 divided by the number of students summed across grades 9, 10, 11 and 12, for 2014-15.
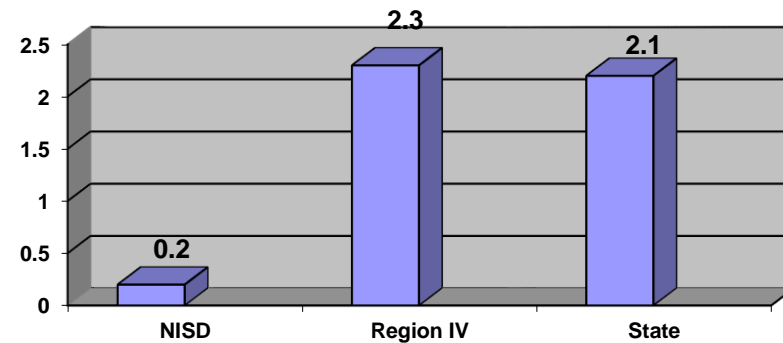
NISD continues to progress.

Student performance continues to be a significant priority to the District. The State of Texas Assessment of Academic Readiness (STAAR) is a completely comprehensive testing program. The STAAR
- includes the Texas Essential Knowledge and Skills (TEKS)
- tests students grades 3-8
- at high school grade, end-of-course (EOC) assessments: Algebra I, Biology, English I, English II, and U.S. history.

High Expectations for Everyone
Teaching and Learning for Everyone
Respect for Everyone

Campus Attendance Rates for Students

	2011-12		2012-13		2013-14		2014-15		2015-16	
	Enrollment	Attendance	Enrollment	Attendance	Enrollment	Attendance	Enrollment	Attendance	Enrollment	Attendance
Needville ISD	2641	97.0	2778	96.8	2819	96.9	2902	96.6	3015	96.7
Needville High School	773	96.5	793	96.4	800	96.6	851	96.7	923	96.7
Needville Junior High School	374	97.1	464	96.9	485	97.0	476	96.9	499	96.8
Needville Middle School	453	97.4	445	97.1	454	97.4	459	97.0	423	97
Needville Elementary School	1041	97.3	1076	96.9	1080	96.9	1116	96.3	1169	96.6

Needville Middle School met our district goal of 97% or above.

Assessment Data

STAAR Scores 2016 Compared to State Scores

Grade Level	Reading		Math		Writing		Social Studies		Science	
	District	State	District	State	District	State	District	State	District	State
3	86%	73%	91%	76%	*	*	*	*	*	*
4	86%	75%	89%	73%	79%	69%	*	*	*	*
5	90%	81%	92%	86%	*	*	*	*	86%	74%
6	83%	69%	79%	82%	*	*	*	*	*	*
7	82%	71%	81%	69%	81%	69%	*	*	*	*
8	91%	87%	86%	82%	*	*	63%	63%	84%	75%

Needville ISD beat the state averages in every area tested, except eighth grade social studies.

District Accomplishments – Student Performance

2016 STAAR Level II or Above
Phase In I Reports

Subject Area	State	District	African American	Hispanic	White	Special ED	ECO Disadvantaged	LEP
Algebra I	78%	87%	78%	79%	95%	30%	70%	*
Biology	87%	94%	79%	92%	97%	70%	94%	*
English I	65%	73%	53%	66%	82%	23%	63%	*
English II	67%	78%	*	72%	85%	30%	70%	*
US History	91%	96%	*	97%	97%	73%	93%	75%

TELPAS (Texas English Language Proficiency Assessment System) Composite Rating (All Students) Spring 2016

Grade	Number of Students Rated	Percent At Beginning	Percent At Intermediate	Percent At Advanced	Percent At Advanced High	Average Composite Score
K	40	25	63	13	0	1.8
1	47	0	34	51	15	2.8
2	44	2	11	48	39	3.2
3	37	0	5	46	49	3.4
4	37	0	16	30	54	3.2
5	13	0	8	23	69	3.4
6	20	0	5	30	65	3.5
7	18	6	0	61	33	3.2
8	11	0	18	18	64	3.5
9	5	20	0	20	60	3.2
10	7	0	14	71	14	3.0
11	6	0	17	0	84	3.7
12	2	0	0	50	50	3.5

District Accomplishments – Student Performance
STAAR Level II
Phase In Reports

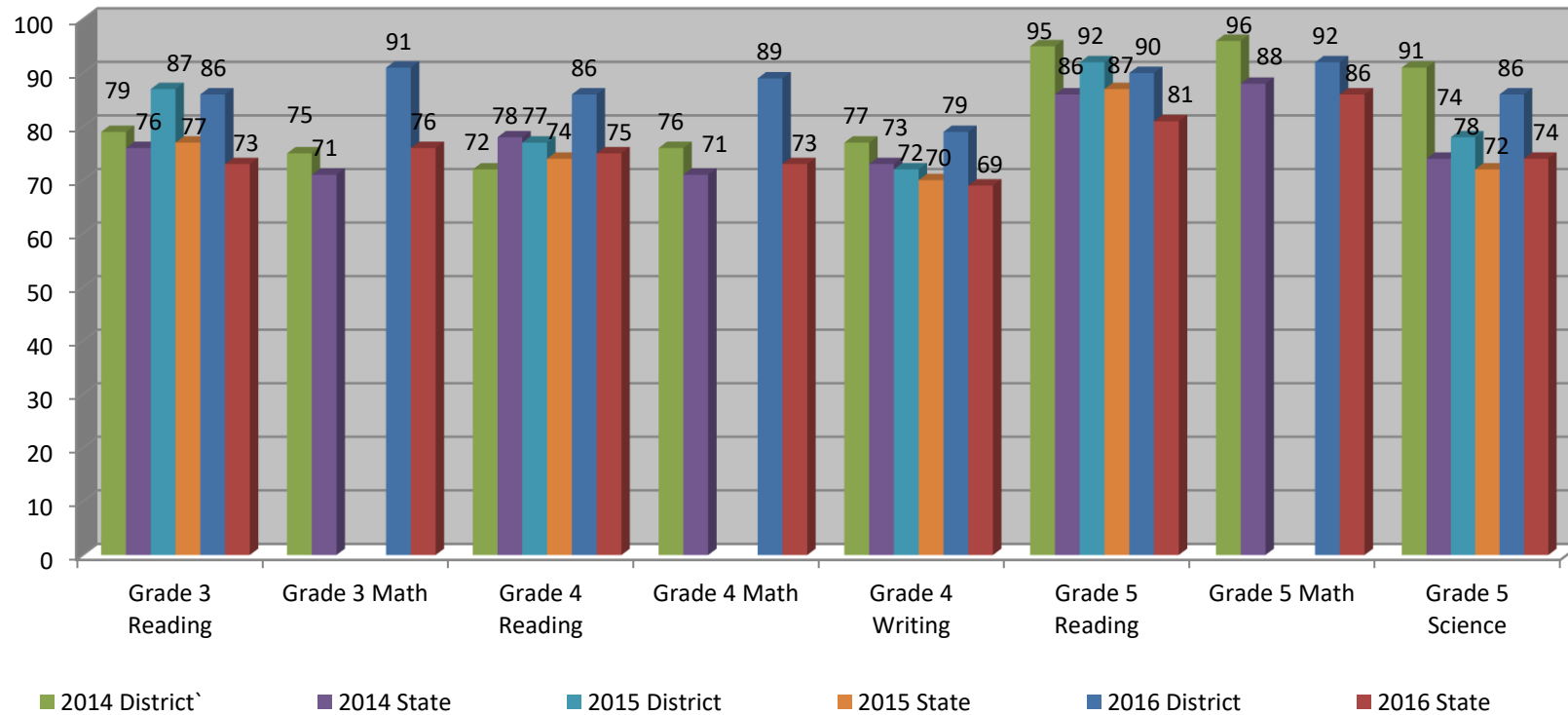|	Algebra I	Biology	English I/Reading I	English II/Reading II	US History
State 2014	83	89	67	69	92
District 2014	80	95	75	80	94
State 2015	81	91	71	72	91
District 2015	81	95	79	73	94
State 2016	78	87	65	67	91
District 2016	87	94	73	78	96
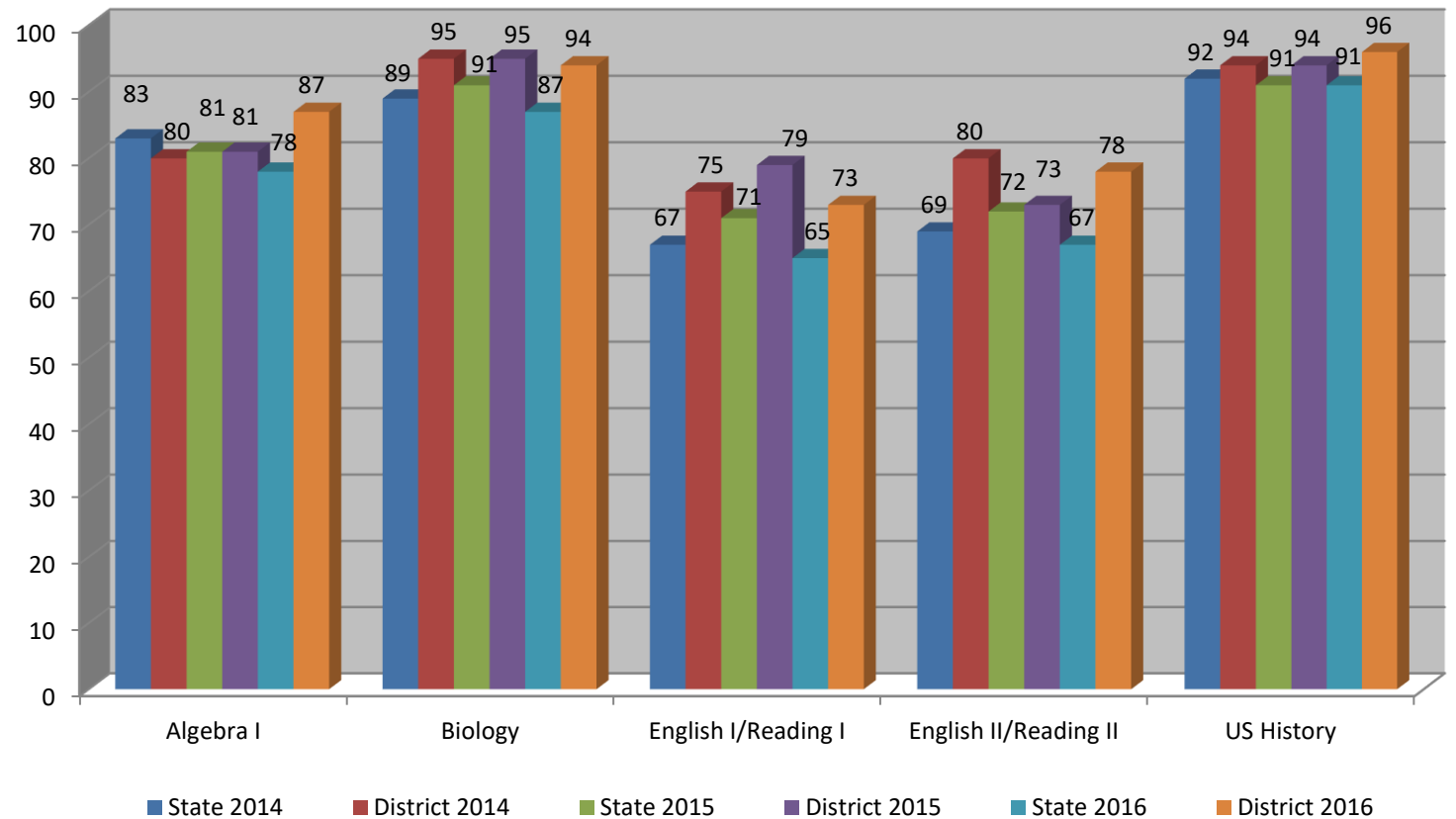
2015-2016
Needville beat the state average in all areas tested.

District Accomplishments – Student Performance
State Assessment of Academic Readiness (STAAR) - All Students
2014-2016 Comparison

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Legend: ■ 2014 District` ■ 2014 State ■ 2015 District ■ 2015 State ■ 2016 District ■ 2016 State

	Grade 3 Reading	Grade 3 Math	Grade 4 Reading	Grade 4 Math	Grade 4 Writing	Grade 5 Reading	Grade 5 Math	Grade 5 Science
2014 District	79	75	72	76	77	95	96	91
2014 State	76	71	78	71	73	86	88	74
2015 District	87		77		72	92		78
2015 State	77		74		70	87		72
2016 District	86	91	86	89	79	90	92	86
2016 State	73	76	75	73	69	81	86	74

Needville beat the state averages in all subject areas tested above.

District Accomplishments – Student Performance
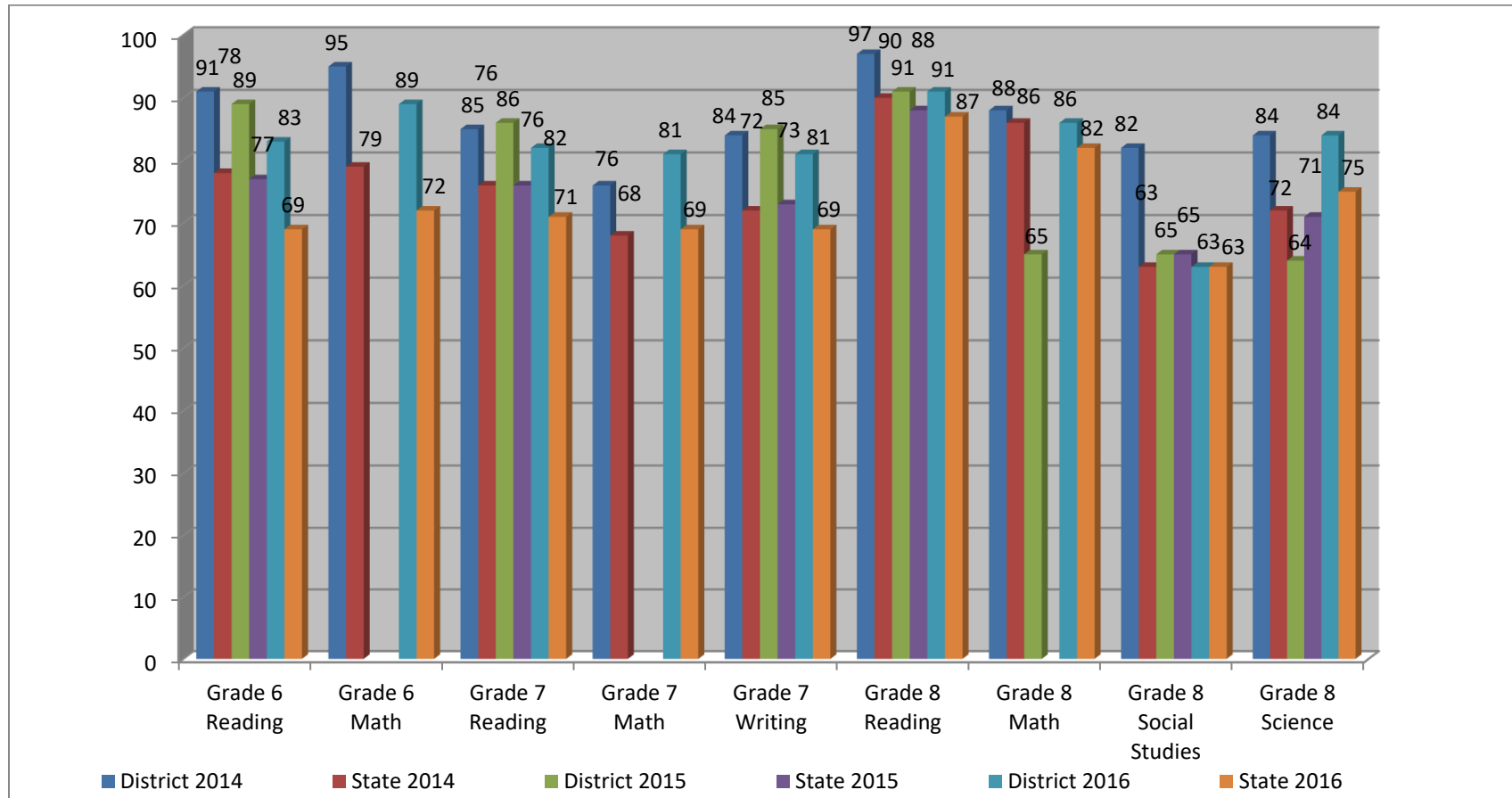## State Assessment of Academic Readiness (STAAR) – All Students
2014 – 2015 Comparison

	Grade 6 Reading	Grade 6 Math	Grade 7 Reading	Grade 7 Math	Grade 7 Writing	Grade 8 Reading	Grade 8 Math	Grade 8 Soc. St.	Grade 8 Science
District 2014	91	95	85	76	84	97	88	82	84
State 2014	78	79	76	68	72	90	86	63	72
District 2015	89		86		85	91		65	64
State 2015	77		76		73	88		65	71
District 2016	83	79	82	81	81	91	86	63	84
State 2016	69	72	71	69	69	87	82	63	75

Needville beat the state averages in all above areas tested except 8th grade Social Studies.

District Accomplishments – Student Performance
STAAR Percent at Level III Advanced
All Grades

Reading: District 2014: 18, State 2014: 15, District 2015: 19, State 2015: 18, District 2016: 20, State 2016: 17

Math: District 2014: 17, State 2014: 17, District 2016: 19, State 2016: 19

Writing: District 2014: 9, State 2014: 8, District 2015: 9, State 2015: 9, District 2016: 12, State 2016: 15

Science: District 2014: 16, State 2014: 14, District 2015: 14, State 2015: 16, District 2016: 14, State 2016: 16

Social Studies: District 2014: 9, District 2015: 17, State 2015: 17, District 2016: 22, State 2016: 18

Legend: ■ District 2014 ■ State 2014 ■ District 2015 ■ State 2015 ■ District 2016 ■ State 2016

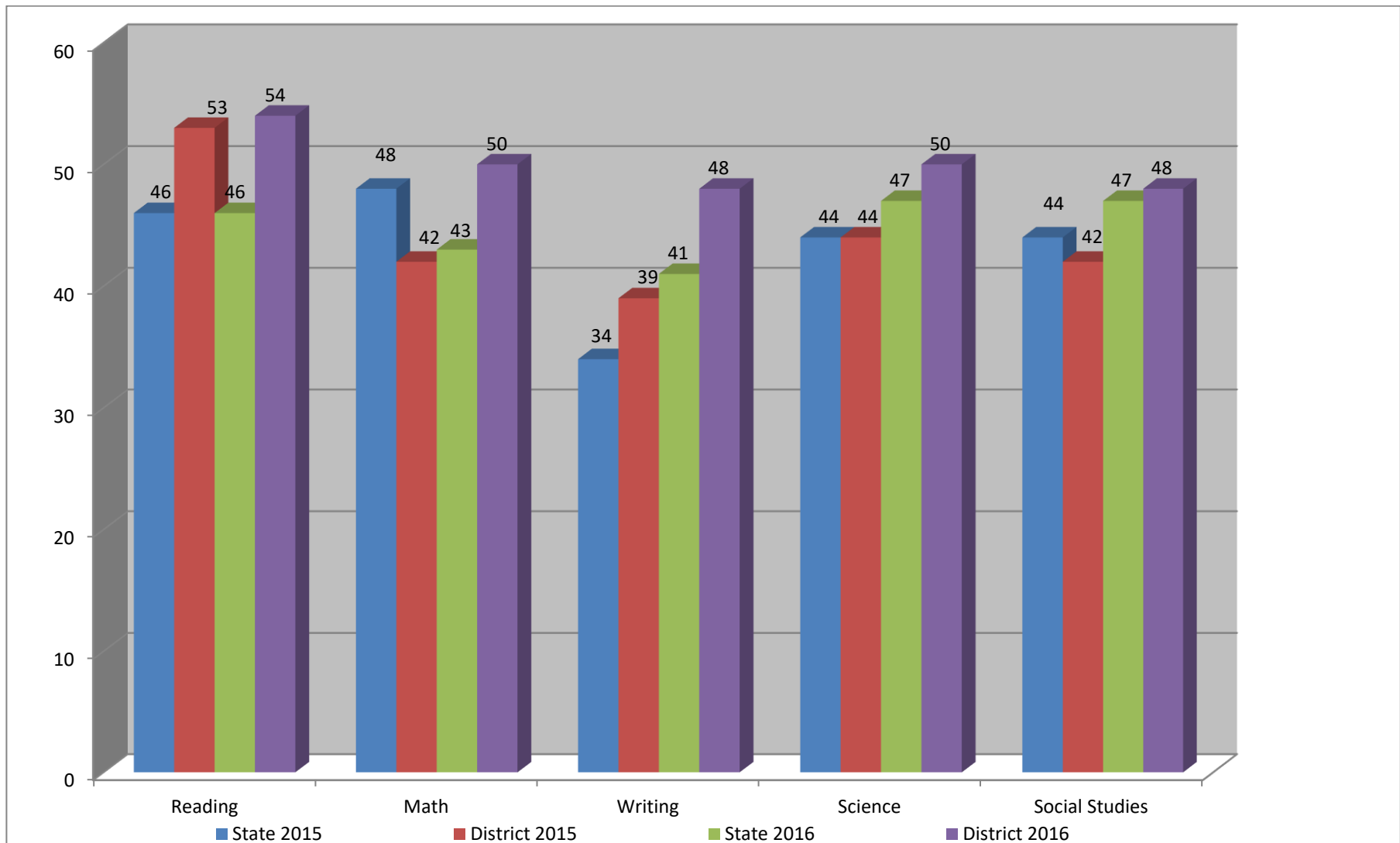## STAAR Results-TAPR Level III: Advanced (Sum of All Grades Tested)

Subject	Year	State	District	African Am	Hispanic	White	Sp Ed	Eco Dis	ELL
Reading	2016	17	20	8	12	27	*	10	5
	2015	17	19	7	11	27	5	10	5
Math	2016	19	19	*	11	28	3	11	8
	2015	20	12	*	7	17	*	*	*
Writing	2016	15	12	*	6	17	*	7	*
	2015	9	9	*	4	14	*	7	*
Science	2016	16	14	*	6	22	*	6	*
	2015	16	14	*	5	22	*	5	*
Soc Studies	2016	22	18	*	13	24	*	14	*
	2015	14	17	*	8	25	*	7	*
All Tests	2016	18	18	7	11	25	3	10	5
	2015	16	16	6	9	24	3	8	3

In order to continue to meet the requirements in the state accountability system that includes STAAR Level III: Advanced Academic performance, Needville ISD needs to increase Advanced Academic performance in all areas for all subgroups.

District Accomplishments – Student Performance

(adapted from Texas Academic Performance Report 2015-2016)

Post Secondary Readiness Standard - All Grade

	State 2015	District 2015	State 2016	District 2016
Reading	46	53	46	54
Math	48	42	43	50
Writing	34	39	41	48
Science	44	44	47	50
Social Studies	44	42	47	48

District Accomplishments – Student Performance

(adopted from Texas Academic Performance Report 2015-16)

Completion Rate / Student Rate
4 year longitudinal rate (grades 9-12)

The current year completion rate (Class of 2014) looks at the group of students who were enrolled as ninth graders in the 2010-2011 school year and follows through to their expected graduation as the class of 2015.

Completion Rate	NISD	Region	State
Class of 2015			
% Graduated (4 years)	95.1	88.5	89
% Received GED	0.0	0.5	0.6
% Continued High School	3.8	4.1	4.1
% Dropped out (4 years)	1.1	6.3	6.3
% Graduated and GED	95.7	89.6	89.6
% Grads,GED, Cont.	98.9	93.7	93.7

NISD graduation rate exceeds the State average. All student groups beat the Region/State percentages.

District Accomplishments – Student Performance

(adopted from Texas Academic Performance Report 2015-16)

College Admissions Tests

American College Test (ACT) and Scholastic Assessment Test I (SAT I)

College admissions tests are defined as the Enhanced Assessment Act of the American College Testing Program and the Scholastic Assessment Test I (SAT I) of the College Board.

The state has set criterion for student performance on these tests. This is a standard score for those who tested either 24 on the American College Testing (ACT) Composite or 1110 on the Scholastic Assessment Test I (SAT) Total.

The Scholastic Assessment Test I (SAT I) measures developed verbal and mathematical reasoning abilities related to successful performance in college. Student performance is reported on a scale of 200 to 800 for each ability area.

Percent Tested

The Assessment of the American College Testing (ACT) and Scholastic Assessment Test I (SAT I) are taken at the student's option.

MAJOR FINDINGS

Scholastic Assessment Test (SAT) scores remain steady while participation exceeds the State.

Scholastic Assessment Test (SAT) scores over the past two years show that performance has decreased in scores for Needville ISD. The District continues to outscore the State and Region each year.

District Performance
Mean SAT Scores
(Maximum Score 1600)

Bar chart showing mean SAT scores by category (State, Region iV, NISD, African Am., Hispanic, White) for Class of 2011, Class of 2012, Class of 2013, Class of 2014, and Class of 2015.

- State: 1394
- Region iV: 1386
- NISD: 1483
- Hispanic: 1476
- White: 1487

Legend: Class of 2011, Class of 2012, Class of 2013, Class of 2014, Class of 2015
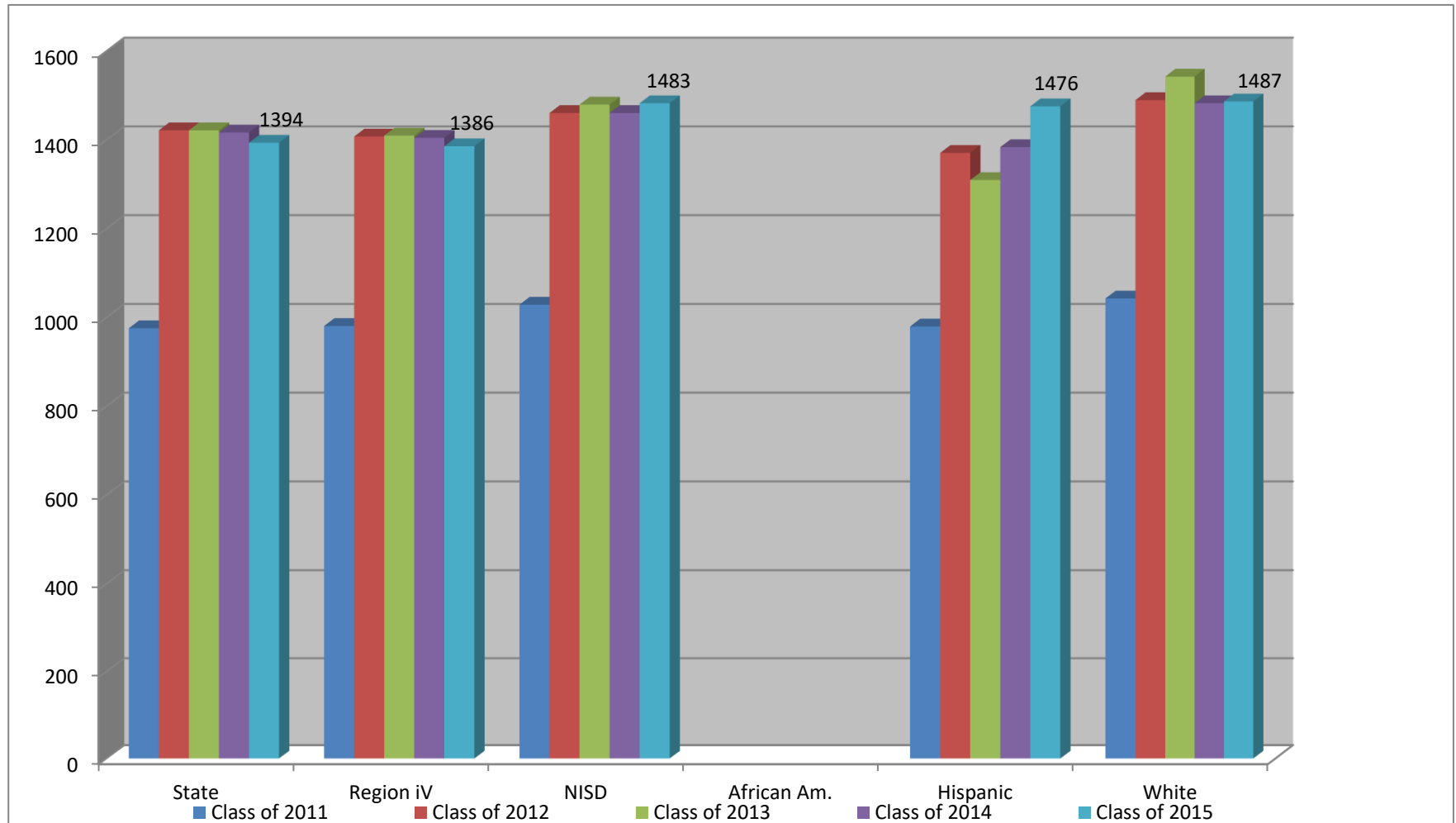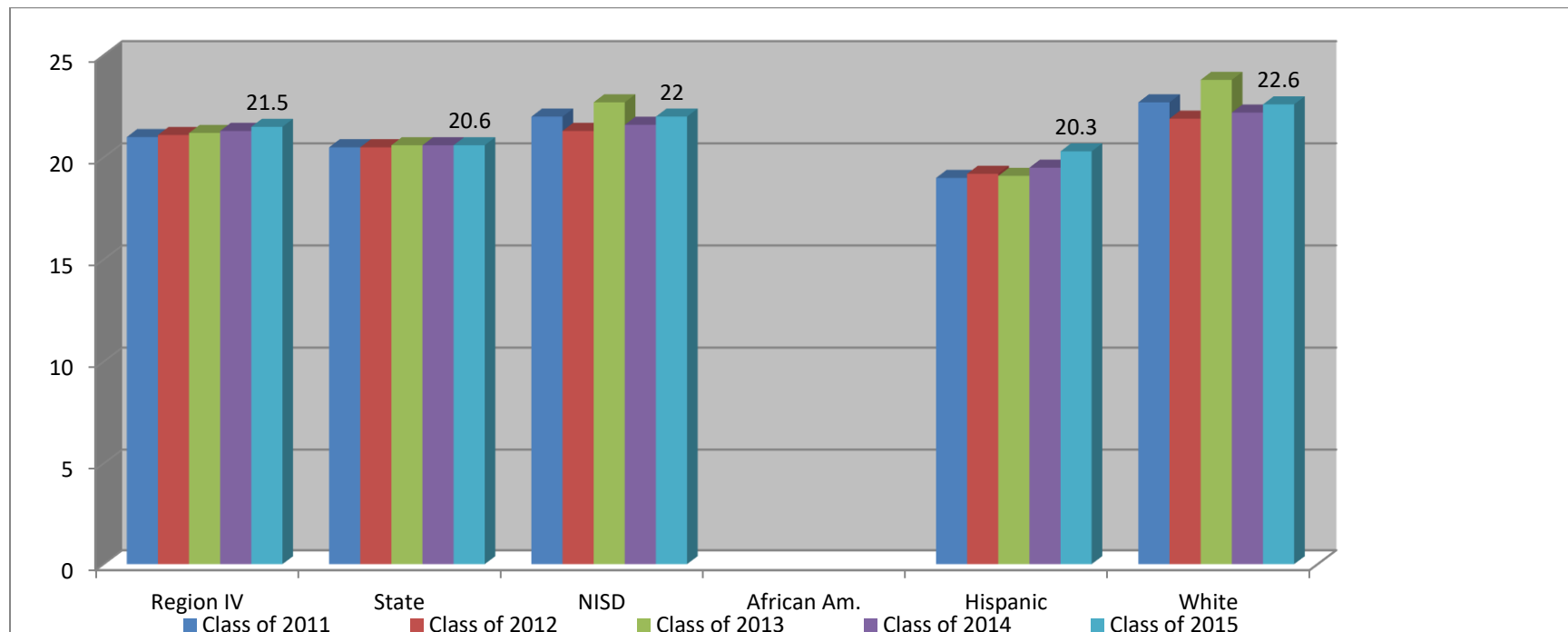
In the senior class of 2015, 62 of the 182 seniors took the SAT test.
Students scored higher than their peers from the state or Region IV.

District Accomplishments – Student Performance

College Admissions Test: American College Test (ACT)

The Enhanced ACT of the American College Testing Program includes four curriculum-based tests that measure students' educational development in English, Mathematics, Reading, and Science reasoning. The scores for each test range from 1 to 36. Averages for all tests combined and comparisons over two years are reported below.

District Performance 2015
Mean ACT Score
(Maximum Score 36)

In the senior class of 2015, 61 of the 182 seniors took the ACT test.
NISD students scored higher than their peers from the state or Region IV.

Student Performance – College Admissions Tests
2013-2016
SAT Scores

SAT Scores

	State	District			
	2016	*2016*	*2015*	*2014*	*2013*
Reading	466	491	494	486	484
Math	478	506	512	502	527
Writing	449	475	477	472	409
Composite	1393	1472	1484	1460	1480
# students who took test	*N/A*	*62*	*76*	*77*	*65*

ACT Scores

	State	District			
	2016	*2016*	*2015*	*2014*	*2013*
English	19.4	20.3	21.5	20.5	21.7
Math	20.7	21.4	21.4	22.0	23.2
Reading	21.0	22.6	22.4	22.1	22.8
Science	20.7	22.0	22.2	21.7	22.6
Composite	20.6	21.7	22.0	21.6	22.7
# students who took test	*N/A*	*61*	*59*	*57*	*53*

Student Disciplinary Incidents by Disciplinary Action Reason

Disciplinary Action Reason	12-13	13-14	14-15	15-16
04 – Possess controlled substance	6	1	6	5
05 – Posses alcoholic beverage	0	0	1	3
07 – Public lewdness or indecent exposure	0	0	2	0
20 – Violation of CofC while in AEP	0	0	0	0
21 – Violation of Code of Conduct	378	383	343	377
33 – Cigarette or tobacco product	0	1	0	15
35 – False Alarm False Report	NA	NA	NA	1
41 – Fighting/Mutual Combat	6	3	2	20
42 – Truancy – Parent Contrib.	0	0	0	0
43 – Truancy – Stud w/ at least 3 unex ab	2	1	0	0
44 – Truancy – Stud w/ 10 unex ab	1	0	0	0
50 – Used, exhibited, or possessed a non illegal knife	4	0	0	0
TOTALS	397	389	354	421

Needs Assessment

The following charts indicate which grade levels, subjects, and student groups need to be targeted by the District. Shown below are **State Accountability Groups** for Grades tested.

2016 STAAR Percent at Phase-In 1 Level II or Above

Reading

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disdavantaged	ELL
Grade 3	86	82	74	95	62	74	69
Grade 4	86	86	79	92	48	82	69
Grade 5	90	*	84	97	50	85	75
Grade 6	83	50	79	90	40	73	65
Grade 7	82	89	74	88	42	73	39
Grade 8	91	88	87	96	70	87	80
ELA Reading I	73	53	66	82	23	63	*
ELA Reading II	78	*	72	85	30	70	*

Writing

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disdavantaged	ELL
Grade 4	79	*	71	87	21	71	61
Grade 7	81	56	75	88	32	68	35

Needs Assessment

Mathematics

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disdavantaged	ELL
Grade 3	91	73	90	95	64	84	89
Grade 4	89	63	83	95	50	86	83
Grade 5	92	*	88	96	64	88	83
Grade 6	79	50	70	89	32	73	75
Grade 7	87	56	74	88	42	73	41
Grade 8	86	83	83	91	47	84	80
Algebra I	87	78	95	95	46	81	*

Needs Assessment

Science

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disdavantaged	ELL
Grade 5	86	*	81	91	45	82	67
Grade 8	84	75	74	95	55	74	60
Biology	94	79	92	97	70	94	*

Social Studies

Grade Level	All Students	African American	Hispanic	White	Special Ed.	Eco. Disdavantaged	ELL
Grade 8	63	*	51	79	40	44	*
US History	96	*	97	97	73	93	75

Needs Assessment

The following charts indicate which grade levels, subjects, and student groups need to be targeted by the District. Shown below are **State Accountability Groups**.

2016 STAAR Percent at Phase-In 1 Level II or Above

Student Group	All Tests	Reading	Math	Writing	Science	Social Studies
District	84	83	86	80	88	79
African American	65	64	69	53	75	43
Hispanic	78	76	80	73	82	71
White	91	90	93	87	95	88
Special Education	46	43	48	26	57	57
Eco. Disadvantaged	77	75	80	70	84	67
ELL	64	60	76	53	64	44

Indicates percentages went down from previous years

STAAR At-Risk GAP Percentages

Reading/English STAAR 2016 Met Standard

	Not at Risk		At Risk		GAP	
Grade	District	State	District	State	District	State
3	94	86	**76**	59	18	27
4	94	91	74	58	20	33
5	98	95	75	66	23	29
6	97	90	70	49	27	41
7	93	91	50	50	43	41
8	97	97	67	73	30	24
English I	93	48	54	22	39	23
English II	94	54	54	86	84	65

STAAR At-Risk GAP Percentages

Math/Algebra I STAAR 2016 Met Standard						
	Not at Risk		**At Risk**		**GAP**	
Grade	District	State	District	State	District	State
3	95	86	84	65	11	21
4	95	88	76	58	19	30
5	100	96	77	75	**23**	21
6	96	91	65	56	31	35
7	93	90	51	51	**42**	39
8	95	94	58	69	**37**	25
Alegbra I	98	46	78	28	**20**	18

STAAR At-Risk GAP Percentages

Writing STAAR 2016 Met Standard						
	Not at Risk		**At Risk**		**GAP**	
Grade	District	State	District	State	District	State
4	90	85	62	49	28	39
7	93	90	48	48	45	43

Science STAAR 2015 Met Standard						
	Not at Risk		**At Risk**		**GAP**	
Grade	District	State	District	State	District	State
5	97	91	77	59	20	32
8	98	93	67	57	31	26
Biology	98	98	90	83	8	15

Social Studies STAAR 2015 Met Standard						
	Not at Risk		**At Risk**		**GAP**	
Grade	District	State	District	State	District	State
8	85	85	33	42	50	43
US History	98	80	95	44	3	36

Goal 1: Needville ISD will demonstrate and sustain growth in student achievement.

Objective 1: Highly qualified staff; All students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals according to NCLB/ESSA.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Job fairs, postings in multiple sites/ organizations and maintain active website	Assistant Superintendent Human Resources Campus Principals	August-May	Title II A $9572 Local Title III $1000 No Child Left Behind Act/ESSA Texas Education Agency Region IV ESC Bilingual Allotment $183,343 University Job Fairs	Number of positions posted Number of applications
2. Establish an effective teacher mentoring system in order to retain highly qualified staff				Mentor assignments Mentor conference logs Mentor journals
3. Analyze HR data to en-sure that all meet highly qualified status NCLB (14.03)				Personnel Files Teacher interviews Teacher Report SBEC Certification Records Data base of certifications, transcripts, etc.
4. Attest that all professional educators are highly qualified through its annual attestation.				Campus Attestations

Goal 1: Needville ISD will demonstrate and sustain growth in student achievement.

Objective 1: Highly qualified staff; All students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals according to NCLB/ESSA.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
5. Assist teachers in maintaining or attaining certification through alternative programs 6. Analyze data from para-professionals' files to ensure all meet highly qualified standards 7. Increase the number of ESL certified teachers by ten annually 8. Provide opportunities for Paraprofessionals to obtain Highly Qualified Certification	Assistant Superintendent Human Resources Principal	August-July	Title II $9,572 Local Title III $1000 No Child Left Behind Act/ESSA Texas Education Agency	Professional Development records Applications Number Hired Personnel Files Certification Transcripts

Goal 1: Needville ISD will demonstrate and sustain growth in student achievement.

Objective 2: Ensure all Needville ISD special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all NISD staff.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Provide training to all teachers on ARD decision-making for state assessments	Director of Special Education Asst. Superintendent Campus Principals	August-June	Special Education Staff Texas Education Agency Assistant Superintendent	Needs Assessment Program Evaluation Self-Assessment
2. Provide group and individual training on state assessment information booklets	Director of Special Education Asst. Superintendent Campus Principals			Sign-in Sheets 2016 State Assessment
3. Provide group and individual training on benchmarking with state assessments	Director of Special Education Asst. Superintendent Campus Principals			2016 State Assessment and self-assessment
4. Increase understanding of legalities and TEA mandates associated with special education	Director of Special Education			Campus Records
5. Implement a comprehensive plan to ensure adequate data collection and progress tracking in all phases of general education, early intervention and pre-referrals	Campus Principals Core Team			Completed Plans Campus Data PBMAS Report

Goal 1: Needville ISD will demonstrate and sustain growth in student achievement.

Objective 2: Ensure all Needville ISD special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all NISD staff.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
6. Implement a comprehensive plan to ensure 100% compliance of special education folders	Director of Special Education	August-June End of each six weeks	Special Education Staff Title I-A $227,619 Title II-A $47,332	Random file audits Scheduled file audits
7. Campuses will continue the RTI-focused approach for remediation	Asst Superintendent Campus Principals		Local Title III $26,522 CATE	Campus Training Records, RTI Conferences, 504 Conference, Region 4 ESC
8. Continue early intervention process to limit numbers in special education	Campus Principals Teachers		State Compensatory $1,465489 E2020 High School Allotment	Campus Sp. Ed. Population ENC Records Teacher Referrals
9. Conduct district wide CPI and TBSI Training	Diagnostician Campus Principals		$232,375 Texas Education Agency Region IV ESC	HR Records Staff Development Records
10. Continue to reduce the number of students referred to and served in Special Education	Campus Principals Core team Campus Committees			Number of Referrals Exit Numbers Intervention Documentation
11. Promote student performance for those students in special programs • Career & Technology • Dyslexia • At-Risk population • Bilingual & ESL • Expanded Courses	District Advisory Counsel Assistant Superintendent Counselors			State Assessments Benchmark Assessments Lesson Plans Progress Reports Report Cards Course Enrollment TAPR

Goal 1: **Needville ISD will demonstrate and sustain growth in student achievement**

Objective 2: **Ensure all Needville ISD special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all NISD staff.**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
12. Utilize scientifically-based research and evaluate new curriculum instructional methods for use in gifted program, ESL and Students with Disabilities programs	Director of Special Education Asst. Superintendent Campus Principals Certified ESL Teachers Certified GT Teachers	August-June	Special Education ESL Title III $22,502 State GT	State Assessment TELPAS IEP Records ARDS Lesson Plans Curriculum Observations Completion Rate
13. Ensure that students who are limited English proficient (LEP) attain English proficiency and develop high levels of academic attainment in English and other subject areas	Asst. Superintendent Campus Principals Parent Liaison			
14. Review special education placement and practices in light of 2005 IDEA Reauthorization	Director of Special Education Diagnosticians Campus Principals			
15. Continue to monitor and reduce self-contained placements at all grade levels	Director of Special Education Diagnosticians Campus Principals			
16. Provide grade level standards-based instruction in multi-grade self contained classrooms	Asst. Superintendent Campus Principals			
17. Provide researched based instructional practices and materials for students with disabilities	Coordinator of Technology Asst. Superintendent Campus Principals			

Goal 1:   **Needville ISD will demonstrate and sustain growth in student achievement.**

Objective 2: **Ensure all Needville ISD special programs are in compliance with program effectiveness indicators and ensure compliance and program effectiveness by providing staff development to all NISD staff.**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
18. Provide Special Education classrooms with appropriate assistive technologies designed to provide increased access to general curriculum	Coordinator of Technology Asst. Superintendent Campus Principals	Ongoing	CMC Special Ed	Reduce number of Special Ed Students ARDs
19. Reduce the identification of SLD & OHI students in grades K-5 by providing an intense remediation program in the students' area of academic need	Teachers Special Ed Staff Campus Principals			
20. Increase the number of students that are dismissed from Special Education	Special Ed Director Diagnosticians Campus Principals Teachers			

Goal 1: **Needville ISD will demonstrate and sustain growth in student achievement.**

Objective 3: **State Assessments, TELPAS, TPRI, and achievement scores for all students and special populations will improve yearly with a goal of 90% passing in each demographic group, content area, and overall.**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Provide tutoring as needed with staff or volunteers before, during, after, and summer school	Assistant Superintendent District Assessment Coordinator Counselors Campus Principals Coaches Teachers	August-June	SCE $1,465,489 Local Campus Texas Education Agency Region IV ESC	Report Cards Benchmark Tests
2. Address the components of Title I				Title Budget
3. Continue *Response to Intervention (RTI)* to identify, serve, and monitor special population groups				Decline in Referrals
4. Continue to monitor programs and evaluate federal programs of G/T, SCE/Dyslexia, CATE, and ESL to close the gap among the groups				Feedback from Teachers and Students Program Evaluations Benchmarks Six Weeks Test TAPR
5. Continue with RTI intervention teachers for each campus to work with students at risk of being referred to special programs and utilization of bilingual parent liaisons for at-risk LEP students				Reduction of Special Population Referrals

Goal 1: **Needville ISD will demonstrate and sustain growth in student achievement.**

Objective 3: **State Assessments, TELPAS, TPRI, and achievement scores for all students and special populations will improve yearly with a goal of 90% passing in each demographic group, content area, and overall.**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
6. Continue Math programs to work with teachers in their classrooms as well as at-risk math students in grades PK-8 and teachers grades 5-8 7. Implement new math TEKS 8. Continue Reading programs to work with at-risk students and all reading teachers grades PK-8 9. RTI Teams to assist with at-risk students and programs 10. Continue science programs to work with at-risk students and all science teachers 11. Address the delivery of social studies curriculum to ensure rigor 12. Monitor the implementation of ELPS into the scripted curriculum 13. Implement tutoring resources for grades 3-8 14. Provide summer school program for Pre-K and K LEP students 15. Disaggregate K-2 reading inventory on the TPRI 16. Writing will be encouraged across the content areas with teachers giving short activities involving writing as journal activities, bell ringers, or exit ticket activities.	Campus Principals Math Teachers Campus Principals Reading Teachers Campus Principals RTI Teams Classroom Teachers Specialists Principals and Teachers Classroom Teachers	August-June September, January, April August-May	Title I A $227,619 Local Region IV Title III $26,522	Grades and Report Cards Six Weeks Test Benchmarks State Assessments TAPR TALA Certificates Content Academy Certificates Observation at ELPS Strategies in lesson plans TEA PEIMS Report Summer School Schedule System Safeguards TPRI Walkthroughs

Goal 1:   Needville ISD will demonstrate and sustain growth in student achievement.

Objective 4: Through the teaching of the TEKS, all students accountability groups, grades 3-11, will achieve levels of achievement to be determined (by TEA) on the State of Texas Assessments of Academic Readiness (STAAR) and meet federal accountability requirements.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Maximize the teaching of appropriate TEKS by all staff members utilizing time on task and collaboration of vertical and grade level teams	Principal Teachers	August-June	Local Title I $870 SCE Region IV ESC Texas Education Agency NCLB/ESSA Thinking Maps DMAC	State Assessments Benchmark Results Teacher Feedback Lesson Plans PBMAS
2. Analyze and disaggregate STAAR/EOC/ data by subgroups and programs with the use of DMAC	Asst. Supt. Principals Asst. Principals Teachers	May-September		Principal Walk -throughs Report Cards STAAR TPRI
3. Administer Benchmarks to track student growth and performance 3-11 in core areas	Campus Principals Teachers	Fall/Winter	Texas Academic Performance Report	Accountability Reports Journal Writing Six Weeks Test
4. Provide staff development on State assessment vocabulary 3-8 in reading, math, and science	Administration	August-June		Diagnostic Test Summative Exams Texas Academic
5. Identify and teach common words that are used on STAAR questions (such as infer, evaluate, prioritize, etc.) using flash cards, word walls, etc.	Teachers	August-May		Performance Report System Safeguards
6. Continue principal observations and walk-throughs to ensure time on task	Principals Asst. Principals	August-June		
7. Use concrete manipulatives, games, and labs to teach science and math concepts	Teachers	August-June		
8. Implement strategies focusing on writing for all subjects in core subject areas	Campus Principals Teachers	August-June		

Goal 1:   Needville ISD will demonstrate and sustain growth in student achievement.

Objective 4: Through the teaching of the TEKS, all students accountability groups, grades 3-11, will achieve levels of achievement to be determinded (by TEA) on the State of Texas Assessments of Academic readiness (STAAR) and meet federal accountability requirements.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
8.9 Provide curriculum alignment workshops with coordinated planning across grades and subjects	Campus Principal	Monthly	Local Title I $870 Title II $9572 SCE $1,465,489 Region IV ESC NCLB/ESSA Texas Education Agency Thinking Maps DMAC Texas Academic Performance Report Grades Test Scores	State Assements Benchmark Results Teacher Feedback Lesson Plans PBMAS Principal Walk -throughs Report Cards STAAR results TPRI Accountability Reports Journal Writing Six Weeks Test Diagnostic Test Summative Exams Texas Academic Performance Report System Safeguards
10. Monitor implementation of Thinking Maps and building academic vocabulary instruction in K-12 classrooms in all core areas	Campus Principal	August - July		
	Campus Principal			
11. Increase the use of DMAC data analysis software to engage teachers and administrators in collaborative improvement discussions that ensure high levels of student learning based on data results	Campus Principal			
12. Student not performing at SSI requirements in reading or math in grades 5 & 8, students not passing standards for the next grade level will be considered for district summer school	Principals	June-August		
13. Students are provided with reduced class sizes (where appropriate) to increase academic Achievement	Principals	August		
14. Increase Level III: Advanced performance on STAAR test for all subjects	Principals, Teachers	Each six weeks		

Goal 1:   Needville ISD will demonstrate and sustain growth in student achievement.

Objective 5: Meet or exceed the annual student attendance rate threshold of 97.0% each year.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Award students and teachers for their attendance	Campus Administrators Teachers	August-June	CARC Committee PTA Community/Corporate Sponsors Awards Assemblies PEIMS Clerk PEIMS Coordinator Justice of the Peace NISD Police Officer	Increased Completion Rate Attendance Reports TAPR PEIMS Reports Parent Contact Log Letter to Parents Retention of CARC Students Attendance data received at the end of each six weeks PEIMS Snapshot data
2. Contact parents when students are at risk of violating the 90% attendance rule	Campus Principals CARC Membership	Daily as Needed	ADA CARC Handbook TxEIS Texas Academic Performance Report	
3. Monitor attendance, by campus, each six weeks and report to school board.	Superintendent Assistant Superintendent Campus Principal District PEIMS Clerk District PEIMS Coordinator Teachers	Sept.-June		
4. Use truancy court to hold students and /or parents accountable				

Goal 1: Needville ISD will demonstrate and sustain growth in student achievement.

Objective 6: Maintain exemplary drop-out rate which is less than or equal to 1% in all student groups.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Monitor at-risk students for attendance and completion of school work for student success	Campus Administrators Teachers Counselors	August-July	Counselors Teachers Edgenuity Credit Recovery Program PALS Mentor Program	PEIMS Attain 0% Dropout Rate State Assessment Scores TAPR Six Weeks Monitoring Semester Tracking
2. Serve students at-risk of dropping out of school (14.09) * Extended Day * Dropout Prevention Program * Credit Recovery Program * Failure Rate * Graduation Rate * Summer School * Edgenuity	Campus Administrators Teachers Counselors		Counselors Discipline Records Attendance Records Grade Reports Title I, Part A $870 High School Allotment $232,375 SCE $1,465,489	PEIMS Attendance Reports Discipline Reports TAPR Reports Number of Graduates Number of Retentions Grade Reports
3. Provide adequate academic, teaching and learning, career and personal counseling services to junior high and high school students and parents	Campus Administrators Counselors Teachers		Local SCE Naviance	Parents Night Sign-in Sheets College Night Sign-up Career Fair Participation
4. Engage students in co- and extra-curricular activities	Campus Principals Sponsors Coaches		Local	Increased Participation Dropout Rate Decreases

Goal 1: Needville ISD will demonstrate and sustain growth in student achievement.

Objective 6: Maintain exemplary drop-out rate which is less than or equal to 1% in all student groups.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
5. High school students not passing portions of state assessment exam will be assigned to specific classes.	High School Campus Principals Counselors		Local	Results of the state assessment tests
6. Develop personal graduation plans for students in grades 7-12 to create rich planning, monitoring, and intervention strategies.	District Assessment Coordinator Assistant Superintendent Campus Principals Counselors	August-July	Senate Bill 1108, Section 7 Texas Education Agency Region IV ESC Local SCE	TAPR Course Selections Agendas Sign-in sheets Personal graduation plan Naviance
7. Implement training on HB 5 to create awareness of existing pathways to the world of work.	Principal Counselors CATE Teachers	August-July	CATE Region IV Texas Education Agency	
8. Implement a comprehensive school based college enroll-ment process for all students including the completion of a college application, FAFSA, and a college essay through English classes.	Principal Counselors Teachers	September-November	Local	

Goal 1: **Needville ISD will demonstrate and sustain growth in student achievement.**

Objective 7: Increase performance on all other assessments (AP, PSAT, SAT, and ACT) scores by 2%.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Design and implement a program to nurture the potential of students for high academic performance 2. Provide increased opportunities for students to develop test taking knowledge and skills necessary for acceptance into post-secondary institutions 3. Provide increased opportunities for students to participate in rigorous courses that award high school and college credit 4. Demonstrate improvement and performance in comparison to state and national standards on assessments 5. Use AP potential data from October administration of the PSAT to identify and recruit students into AP and Dual Credit courses.	Campus Principals Counselors	August-July	Local SCE ACT/SAT Prep courses State Assessment classes	GPA, Distinguished Plans ACT/SAT Scores Student Participation College Enrollment TAPR Increase number of students mastering all objectives on tests SCE Evaluation

Goal 1:   **Needville ISD will demonstrate and sustain growth in student achievement.**

Objective 8: All students will graduate from high school on time, college and career ready.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Continue to facilitate "Generation Texas" week to support a variety of college and career readiness initiatives. 2. Expand the accessibility to technology for all students to enhance computer literacy skills for the 21st century and reflected in college and career readiness standards. 3. Assist the secondary schools to provide students appropriate career and technical education programs for all including special population students. Continue to investigate and add to CTE offerings. 4. Develop personal graduation plans for students in grades 7-12 to create rich planning, monitoring and intervention strategies that include credit recovery options. 5. Provide pre-advanced placement and advanced placement courses to promote college readiness 6. Implement programs that enable students to develop skills necessary for employment and post high school education 7. Provide information to parents and students on FAFSA and scholarships	Assistant Superintendent District Technology Team Counselors Principals CTE Teachers	August - June	Instructional materials allotment $247,520 Local funds Region IV ESC Texas Education Agency Naviance Counselor CTE Funds Title II - $9572 CTE Curriculum	State Assessments PBMAS PEIMS Graduation Report Personal Graduation Plans End of Year Report Cards Course Catalog College Applications Student Schedules Pre-AP and AP Class Rosters Number of Students Passing Certification Test per Program Scholarships Received System Safeguards

Goal 2:   **Needville ISD will improve home/community involvement within the district.**

Objective 1:   **Needville ISD will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Involve Parents in the education of their children (14.06) • Parent/Teacher Conferences • Parent Volunteers • Parent Education (G/T, Bilingual, Special Ed.) • Open House • Title I Parent Meetings/Compacts • Scholarship Programs • Parent Portal • Career Days • Family Nights • College Readiness sessions • Awards Day • District/School Websites • Newsletters • PTA • Meet the Teacher • Public School Week • Title I compacts • Book Fairs 2. Review and expand the school district's presence, identity, initiatives, and accomplishments throughout the community through a variety of media, including the school district's website, newspaper, brochures, other media	District Administration Campus Principals Teachers Asst. Superintendent Coordinator of Technology Principals Webmaster	August-June	Title I $1,000 Local Newsletters Website Local Newspaper Texas Education Agency SBDM Committees NISD Legal/Local policy Technology Allotment Local	Surveys Sign-in sheets Agendas Positive Press Community Support

Goal 2: Needville ISD will improve home/community involvement within the district.

Objective 1: Needville ISD will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
3. Develop volunteer and substitute programs, handbooks and trainings	Campus Administrators Human Resource Director	August-June	Local Community and Parent Volunteers	Feedback Website Visitors
4. Schedule individual parent conferences or phone contacts – minimum of 2 times per year	Campus Administrators Teachers			Log Participation Parent-Teacher Conference Forms
5. Communication by newsletters, flyers, emails, phone calls, web pages, and report card messages will be encouraged	Campus Administrators Teachers			Feedback
6. Encourage parental, community, and business involvement to participate on the DAC, CIP, SHAC and other advisory groups	Superintendent Campus Principals			Surveys Feedback Membership
7. Communicate policy and procedures to parents and staff via the handbook and web site	Administrators			Feedback
8. Utilize parents, senior citizens, business, and community members as speakers, mentors, specialists, and volunteers	Staff			Participation logs

Goal 2: Needville ISD will improve home/community involvement within the district.

Objective 1: Needville ISD will increase staff, community, and parent communication and participation to meet the needs of students, parents, and staff in an open, honest, and timely manner.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
9. Showcase student products and programs in the community through displays and presentations	Staff	August-June	Staff	Feedback
10. Parent Portal to be accessible to parents	Technology Director		Technology Budget	Availability
11. Translate more school documents and parent information sheets into Spanish for Hispanics	Staff Campus Principals		Staff Principals	Hispanic Parent Feedback
12. Inform parents and students of scholarships, grants, financial aid, etc. through the counseling departments	Counselors		Local	Sign in Sheets
13. NISD will establish collaborative relationships with all stakeholders and will exchange "real world" information to better prepare students for the work force, ie Achieve Texas	Campus Administrators Teachers		CATE $2,235,492	District Surveys Parent-Teacher Conferences
14. Provide registration sites for parents that attend school sponsored activities	Campus Principals	Each Semester	Campus Activities	Sign-in Rosters

Goal 3: Needville ISD will provide opportunities to enhance instruction through more effective staff development.

Objective 1: Organize to successfully support a high-performance system.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. A PBMAS report will be provided from each campus with a staging goal of zero for each indicator measured 2. Campuses will complete a comprehensive needs assessment on all Texas Academic Performance Report criteria to support district and campus goals 3. District and campuses will score 100% on each category of the "system safeguards" 4. Contract with trainers and consultants to provide ongoing professional development directly related to district goals and district needs and to target deficiencies found in system safeguards, PBMAS, or other assessment processes.	Special Education Director Spec Ed Core Team Asst. Superintendent ESL Core Team CATE Director Campus Principals	When TEA releases	Special Education Local Region IV ESC Texas Education Agency DMAC Title II A $9572	PBMAS Campus Plans Program Evaluation Texas Academic Performance Standards State Assessment results System Safeguards Report

Goal 3: Needville ISD will provide opportunities to enhance instruction through more effective staff development.

Objective 2: Needville ISD will improve the skills, knowledge, and abilities of employees so that all employees have a better understanding of what the district is striving to accomplish, have current knowledge of new technologies and best practices, and are able to find meaningful ways to better contribute to student success.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Needville ISD will provide quality staff development in all program areas required by TEA and in identified areas of need with appropriate emphasis on new technologies, leadership (at all levels) and accomplishment of Needville ISD goals 2. Provide opportunities for faculty and staff to attend professional development and training relevant to their content area and/or instruction	Superintendent Assistant Superintendent Campus Principals Human Resources	August-July	Title II A $9572 Local funds DMAC Data Region IV TEA TCEA Conference Outside providers Computer Labs	Staff Development Records Sign-In Sheets Individual Program Evaluations TTESS Summatives PEIMS discipline report PBMAS Certificates of attendance

Goal 3: Needville ISD will provide opportunities to enhance instruction through more effective staff development.

Objective 3: Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Provide high quality professional development programs, to include the following actions:				
a. Implement the school district's performance evaluation systems for all professional staff	Human Resources/ District Admin	August-July	Local Title II A $9694 Special Education	100% Completion
b. Assure that regular time and support is available during the school day or work week for teachers to engage in professional dialogue and problem-solving focused on improving the quality of student work	Campus Principals		Region IV ESC Thinking Maps ESL DMAC TEA Lead 4ward	Campus Scheduling
c. Increase effectiveness of grade-level teacher reps, on-going professional development, idea sharing across schools, evaluations of impact, and adjustments as indicated	Campus Principals			Feedback from Staff Walk-throughs Lesson Plans
d. Provide continuous support for principals in fulfilling their primary role as instructional leader of the school	District Administration			Principal Retention
e. Assure that all beginning teachers are provided on-going support from expert, caring, mentor teachers in becoming more skillful in classroom management and teaching children to high standards	Campus Principals			Teacher Retention
f. Provide on-going training and consultation to meet the learning needs of students with disabilities and ESL	Campus Principals Special Education Director			PBMAS Agendas Sign-in sheets

Goal 3: Needville ISD will provide opportunities to enhance instruction through more effective staff development.

Objective 3: Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
g. Continue uniform evaluation system for non-exempt staff	Campus Principals Teachers	August-July	Region IV ESC Local Title II A $9694 Thinking Maps TEA DMAC Lead 4ward	Meeting Agendas Data Forms Test Scores Lesson Plans Classroom Walk-throughs TTESS Observations TTESS Annual and Summative Appraisal Sign in Sheets
h. Continue grade level and department sharing sessions	Campus Principals Teachers Curriculum Director			
i. Improve communication for better vertical alignment from campus to campus	Campus Principals Teachers Curriculum Director			
j. Provide staff development opportunities to improve instruction in language arts, mathematics, science, social studies and technology instruction to support student achievement	Assistant Superintendent Principals Teachers			
k. Provide teacher updates from STAAR and EOC trainings by TEA				
l. Provide professional development to impact student performance * Career & Tech * Dyslexia * Violence Prevention * Differentiated Instruction * Gifted/Talented * Technology * Drop Out				
m. Monitor the implementation of staff development at the campus level				

Goal 4: **Needville ISD will provide a safe school environment conducive to student achievement.**

Objective 1: **Establish effective financial and business practices.**
- **Align our financial resources with student needs.**
- **Ensure efficient use of financial resources/budgeting**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Monitor a long range renovation program for district facilities and E-RATE Technology Plan	District Administration Maintenance Department Director of Technology	Ongoing	Facility Advisory Committee Texas Education Agency Region IV ESC Local Planning Software	Plan Document Board Approval Financial Expenditures
2. Address budget and staffing as it pertains to the delivery of curriculum and instruction	Asst. Superintendent Campus Principals Business Manager	February		Meeting Agendas Staffing Numbers
3. Monitor the District's financial position as it relates to the state requirement of 65% of operating budget being spent on instruc-tional programs	Business Manager	August-July		Software Reports TEA Reports
4. Require each campus and department to justify budget requests based on students needs	Asst. Superintendent Principal	February-April		Budget worksheets

Goal 4: Needville ISD will provide a safe school environment conducive to student achievement.

Objective 1: Establish effective financial and business practices.
- **Align our financial resources with student needs.**
- **Ensure efficient use of financial resources/budgeting**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
5. Conduct safety walkthroughs of NISD facilities and create work orders for issues	Campus Principals Maintenance Department	Monthly	Facility Advisory Committee Texas Education Agency Region IV ESC Local Planning Software	Work order summatives
6. Conduct an audit as required by State and federal requirements. Publicize results and report FIRST Report findings.	Campus Principals Maintenance Department Business Manager	Monthly October-November		Work order summatives Summative audit report
7. Review annually and adjust budget allocations based on the most current student and staff numbers.		March & April August		Annual student projection information Board approved budget

Goal 4:   Needville ISD will provide a safe school environment conducive to student achievement.

Objective2: Needville ISD will implement more uniform and consistent procedures, classroom management Plans, and discipline plans to produce a safe environment conducive to learning.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. Educate and assist principals regarding the creation of a multi-hazard plan that addresses all four phases of the crisis emergency management cycle. Conduct training, drills, and audits to ensure coordination with all aspects of the emergency operation plan (EOP)	Assistant Superintendent Campus Principals District Police	August-July	Local	District Crisis Emergency Plan Campus Plans Safety Drills Incidents
2. District policies will be reviewed/renewed annually to support enforcement of student discipline procedures	Superintendent Assistant Superintendent Campus Principals			Office Referrals PEIMS Reports
3. Needville ISD will continue to develop and emphasize students taking responsibility and being accountable for their actions; and continue instruction in character education for all students	Campus Principals Counselor Teachers			Lesson Plans Campus Plans
4. Faculty will know discipline levels and enforce rules consistently	Teachers/Staff Campus Principals			TTESS Staff Evaluations
5. Establish and have available classroom rules, conduct charts and student code of conduct for students and parents	Classroom Teachers	August - June	Local	Signed receipt of the Student Code of Conduct and Student Handbooks
6. Increase teacher, student and parent awareness of issues regarding sexual abuse of children as required by HB 1041	Campus Principals	August-June	Website	Certificate in permanent folder
7. HS students will be taught P.A.P.A. curriculum related to parenting responsibility of teen fathers	Health Teachers and PE Teachers	Each Semester		Attendance at trainings

Goal 4: **Needville ISD will provide a safe school environment conducive to student achievement.**

Objective 2: Needville ISD will implement more uniform and consistent procedures, classroom management plan, and discipline plan to produce a safe environment conducive to learning.

Activity	Person(s) Responsible	Timeline	Resources	Formative Evaluation
7. Maintain a safe environment by monitoring locked closets, doors, floodlights, transportation vehicles, pest control, maintenance, cleaning services, buses, etc., and providing only one unlocked entrance to each campus to the public	Maintenance Director Transportation Director Cleaning Services	August -June	Local Region IV ESC Local	Campus Agendas Documentation
8. Practice fire, tornado, and lock down drills throughout the school year to prepare students and staff for emergencies	Campus Principals Asst. Principals		Local Needville Volunteer Fire Department	Feedback Following Practice Drills Documented Log for Drills
9. Continue Safe and Drug Free Schools Program to include counseling, character education, drug dog usage, Red Ribbon activities, Rachel's Challenge, and bullying	Campus Principals Counselors		NISD Police Officer PALS Mentor Programs	Feedback Surveys Reduced Incidents
10. Continue to utilize and support a school district police officer for maintaining safe and orderly campuses	Superintendent Campus Principals Asst. Principals		NISD Police Officer	425 Discipline Reports
11. Teachers and administrators will receive training in teen dating violence as required by HB 121	Campus Principals Nurse		Texas State University	Sign-in sheets Evaluation
12. Drug dogs, random drug screenings and other preventive techniques will be used to identify and address incidents of drug use among students	Police Officer Campus Principals			

Goal 4: **Needville ISD will provide a safe school environment conducive to student achievement.**

Objective3: NISD will implement programs in health and wellness for students, faculty, and staff including Nutrition and physical education.

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
1. NISD will maintain a School Health Advisory Committee to support coordinated health programming	Nurses Asst. Superintendent	August-June	Local Community	Sign in Sheets Minutes from Meetings Meet and exceed state guidelines for SHAC council
2. NISD will aggressively seek to have at least 94% teacher attendance rate for the 2015-2016 school year and an increase of 1% each succeeding year through 2016-2017	Campus Principals			Sign-In Sheets Monthly Absence From Duty Reports Attendance Awards
3. NISD will maintain a student attendance rate of 97% or higher	Campus Principals Counselors Teachers			PEIMS Monthly Attendance Records Attendance Awards Reports to School Board

Goal 4: **Needville ISD will provide a safe school environment conducive to student achievement.**

Objective 3: **NISD will implement programs in health and wellness for students, faculty, and staff including nutrition and physical education.**

Activity Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation
4. Continue quality health services and screenings for students	Campus Nurses	August-June	Health Charts Fitness Gram Results Local	Local Budget Campus Master Schedule Lesson Plans 90% of all students will meet state guidelines on fitness gram
5. State mandated Fitness Gram will be administered to every student grades 3-12	Physical Education Teachers			
6. Ensure that participating students in grades K-6 engage in physical activity for 45 minutes per day	Campus Principals			
7. Students(K-8) will participate in a coordinated school health program through the classrooms and the PE program	Teachers			
8. Abstinence will be presented to JH and high school students as the preferred choice related to human sexuality among young, unmarried students	Principals Counselors Health and PE teachers	December-May	Scott and White's *"Worth the Wait"* Curriculum	Walkthroughs Feedback Decrease in number of student pregnancies

Program	Purpose	Entitlement
State Compensatory Education	Enhance and improve the regular education program to increase the academic achievement and to reduce the dropout rate of identified students in at-risk situations. Supplements Local Funds.	$1,465,489
Bilingual	Address the needs of students whose home language is one other than English.	$183,334
Special Education	Address the needs of students identified with disabling conditions.	$1,509,534
Gifted and Talented	To identify and provide services for students identified as gifted/talented.	$52,905
Career & Technology (Perkins)	Develop more fully the academic and occupational skills of all segments of the student populations, ultimately assisting to make the U.S. more competitive.	$23,668
Career and Technology Allotment	To enable schools to provide quality teachers to provide occupational skills of all segments of the student populations to gain experience and knowledge in fields of work that will certify students and make them marketable.	$2,235,492
Title I, Part A	To enable schools to provide opportunities for children served to acquire the knowledge and skills contained in the state content standards and to meet the state student performance standards developed for all children.	$236,955
Title II, Part A	To increase student achievement through improving teacher and principal quality and increasing the number of highly qualified teacher, principals and assistant principal in schools.	$77,889
Title III	To help insure that limited English proficient children and immigrant children attain English language proficiency and meet the same standards that all children are expected to meet.	$39,536
High School Allotment	The purpose is to improve high school graduation and college readiness rates.	$232,375
Instructional Materials Allotment	The purpose is to purchase instructional materials and technology equipment to deliver TEKS.	$247,520