

**Navarro Independent School District**  
**Navarro Intermediate School**  
**2018-2019 Campus Improvement Plan**

**Accountability Rating: Met Standard**

**Distinction Designations:**  
Academic Achievement in Mathematics  
Postsecondary Readiness



**Navarro ISD**  
**Where Excellence is the Standard...**

**Board Approval Date:** December 17, 2018  
**Public Presentation Date:** December 17, 2018

# Mission Statement

*LEAD (Learn, Empower, Achieve, Discover)*

## Vision

*Navarro ISD provides a safe, positive environment cultivating creative problem solvers that make sound, ethical decisions.*

\*We value relationships.

\*We engage learners.

\*We foster resilience and confidence.

\*We encourage forward thinking.

## Board Goals 2018-2019

Goal 1: NISD will provide modern and inviting facilities that inspire a growing community.

### *Indicators of Success:*

Adequate space for a growing population  
Expanded technology infrastructure  
Safe learning environment with enhanced security measures

Goal 2: NISD will foster and support a professional learning community that attracts and develops a diverse staff that engages all students.

### *Indicators of Success:*

Competitive compensation  
Foster team attitude for continuous improvement with collaboration at grade, campus and district levels  
Implement Technology Literacy Proficiency Program to support interactive student learning and technology integration.

Goal 3: NISD will meet individual academic needs, challenging students to their highest potential and developing college and career readiness.

### *Indicators of Success:*

Course offerings, strategies and extracurricular activities that meet the needs of individual students and prepare them for college and career success.  
Continuous improvement on state accountability measures, such that learning gaps narrow:

Each campus earns a Domain I (performance of all student groups) grade of "A".  
Each campus improves Domains III performance by one letter grade.  
District earns an overall grade of "A".

Effective communication within the district and campus and between the classrooms and the home.  
Effective counseling and K-12 instruction that addresses communication, social skills, professional character and work ethic.  
Increase rigor in the classroom to help level out the disparities between grades, campuses as well as demographic groups.

# Table of Contents

Comprehensive Needs Assessment .....	5
Demographics .....	5
Student Academic Achievement .....	7
School Processes & Programs .....	8
Perceptions .....	10
Comprehensive Needs Assessment Data Documentation .....	11
Goals .....	13
Goal 1: Navarro Intermediate will provide a learning experience that promotes a healthy, respectful and positive environment within the diverse Navarro ISD family. ....	13
Goal 2: Navarro Intermediate will foster and support a professional learning community that attracts and develops a diverse staff that engages all students. ....	19
Goal 3: Navarro Intermediate will meet individual academic needs, challenging students to their highest potential and developing college and career readiness. ....	21
Comprehensive Support Strategies .....	27
State Compensatory .....	28
Budget for Navarro Intermediate School: .....	28
Title I Schoolwide Element Personnel .....	29
Campus Site-Based School Committee .....	30

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Navarro Intermediate is located in Geronimo, Texas with a physical address of Seguin, Texas. The Intermediate campus is comprised of 4th-6th grade students in a single attendance school district of Navarro ISD with an enrollment of approximately 425 students. The ethnic make up for the campus is as follows:

African American - 1.6%

Hispanic - 42.25%

White - 54.46%

Asian - 0.23%

Two or More Races - 1.41%

Other campus demographics are:

Economically Disadvantaged - 36.39%

English Language Learners (ELL) - 3.99%

At-Risk - 33.3%

Special Education - 6.10%

### Demographics Strengths

Teachers at NIS work diligently to provide students with meaningful instruction that will challenge them in a supportive and positive learning environment.

NIS received a rating of Met Standard on the Texas State Accountability System. NIS also received a Distinction Designations in the area of Academic Achievement in Mathematics and Post Secondary Readiness. Our areas of strength in demographics include:

1. Strong, experienced teaching staff with 63.6% of the staff having over 11 years of teaching experience.
2. Low student retention rate
3. Implementation of Leader in Me Curriculum
4. Every teacher at NIS is involved in a committee or after school activity

# Student Academic Achievement

## Student Academic Achievement Summary

Navarro Intermediate received a Met Standard Rating for the 2017-2018 School Year

Navarro Intermediate received two **distinction designations:**

Academic Achievement in Mathematics

Postsecondary Readiness

## Student Academic Achievement Strengths

The student achievement scores according to STAAR are very strong at NIS. Some of our strengths are as follows:

1. 100% of our student population met standard on the 5th grade Math STAAR Test.
2. All areas of Reading, Math, and Science exceeded state passing standards.
3. Masters Level STAAR scores are higher than state averages in Reading, Math, and Science.
4. Met or Exceeds Progress Scores on STAAR are higher than state averages.

## Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** Performance of English Language Learners component target for closing the performance gaps was 37% in Reading. **Root Cause:** Low number of ELL students; increased need to teach ELL strategies.

**Problem Statement 2:** Low performance of English Language Learners across all STAAR tests. Increase overall STAAR percentages of ELL students to 70% approaches standard, 35% meets standard, and 7% masters standard. **Root Cause:** Low number of ELL students; increased need to teach ELL strategies.

# School Processes & Programs

## School Processes & Programs Summary

Navarro ISD strives to provide a cohesive sequence of instruction to students based on individualized instructional needs. To assist teachers, administrators, parent and community members in understanding the flow of instructional content, Navarro ISD is a partner of the Texas Curriculum Management Cooperative and uses the TEKS Resource System as a foundation for the district curriculum. The TEKS Resource System does not provide scripted instructional lessons, but does provide a sequence for study along with various resources, unit guides, vertical alignment resources and formative assessment tools. The TEKS Resources System provides a Scope and Sequence and Instructional Focus Documents for each grade level and content area to help frame the lesson and ensure that TEKS are covered in the classroom according to the depth and intensity designed by the State of Texas. NIS also uses Eduphoria Aware to house and analyze student testing and academic performance. The reporting feature of Aware allows teachers to review in-district assessment performance. The staff also uses resources provided by Lead4ward to help review and analyze data for instructional planning. The combination of the three curriculum resources provides teachers with the data tools necessary to design engaging lessons targeted at the highest needs. NIS also participated in Explicit Instructional training to assist with lesson design that promotes classroom management and engagement.

NIS also uses MAP (Measures of Academic Progress) assessments. The assessments are universal screeners that in a short time frame identify what students are ready to learn at the beginning, middle and end of a school year. This diagnostic tool provides instructional goals for students and helps identify instructional gaps among students, classes and content areas. These assessments are used in combination with STAAR, classroom assessment data and Professional Learning Communities to help make sound instructional decisions focused on student needs.

## School Processes & Programs Strengths

The faculty, staff and students at NIS create a welcoming and safe environment for all of our students and staff. Our environment allows us to recruit and retain highly qualified staff. This environment also helps our students and staff flourish in the learning process. All of the staff utilizes data analysis tools, TEKS resources and opportunities for staff development with contributes to a positive environment and allows us to retain both students and staff. Staff members are involved in Professional Learning Communities to assist with vertical and horizontal alignment of curriculum and curriculum resources. Weekly Target: Success lessons delivered through Google Classroom that are designed by the Discipline Committee are helpful in creating common campus language and culture.

A Literacy Committee will be formed to develop a comprehensive literacy program for students K-5. This product is being coached by Region 13 professionals who will also coach individuals on methods and strategies from the Explicit Instruction professional development taking place throughout the school year.

The campus has monthly Functional Friday meetings with all core staff and implemented yellow STAAR folders for each teacher where documentation of all testing and academic process is quickly accessible.



## **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** Lack of vertical alignment of Reading program K-5 causes our Reading scores to remain flat or drop annually.

# Perceptions

## Perceptions Summary

NIS values strong working relationships with our stakeholders. We continue to work to provide our students with facilities that are inviting and inspire a learning community. We value and want to attract a diverse staff that engages our students and we want to meet the needs of all of our students. NIS works to provide a culture that is positive and welcoming to all of our students and community members. NIS works with several organizations to help our students make sound decisions and maintain a safe environment.

## Perceptions Strengths

As NIS works to promote the perceptions of our campus, there is a strong working relationship with the PTO. Also, several after school activities are available for students which include Running, Chess, Robotics, Choir, Drama, Book, and Technology (i3). NIS started a chapter of the National Elementary Honor Society last year. The Student Council at NIS has been recognized as a National Honor Council for two years in a row. The student council hosts many activities on campus which include the Turkey Bowl, Door Decorating, Battle of the Books, and the Color Run. Our WATCH DOGS program is currently in the third year of implementation and several dads and grandfathers volunteer at the campus. Our annual 4th grade trip to HEB camp in Leakey, TX provides a unique outdoor overnight camp for students, parents, administration, and teachers to create a commonality of school culture and pride.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Performance Index Framework Data: Index 1 - Student Achievement
- Domain 2 - Student Progress
- Performance Index Framework Data: Index 2 - Student Progress
- Domain 3 - Closing the Gaps
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Accountability Distinction Designations
- PBMAS data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR EL Progress Measure data
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

### **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group
- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data

### **Student Data: Behavior and Other Indicators**

- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

### **Support Systems and Other Data**

- Budgets/entitlements and expenditures data

# Goals

## Goal 1: Navarro Intermediate will provide a learning experience that promotes a healthy, respectful and positive environment within the diverse Navarro ISD family.

**Performance Objective 1:** NIS will promote a safe school environment, consistent counseling program, student wellness, and provide character development opportunities.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Campus will participate in Red Ribbon Week activities.	Counselor	Parent surveys				
2) Teachers will follow a consistent standard for office referrals and expectations for student behaviors.	Principal	Discipline referrals ; Parent/ Teacher surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
3) Provide positive behavioral supports (awards) for students. The campus will implement a Habits Bank Account where students will keep a ledger to earn deposits and withdrawals.	Principal; Teachers	Habits Bank Account Ledger; Student Performance; Parent Surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
4) Counselor will provide conflict resolution and social skills training to students who exhibit a need.	Counselor	PEIMS 425 record				
	<b>Funding Sources:</b> Local Funds - 0.00					
5) Counselor will provide crisis intervention for individual students.	Counselor	Parent surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
6) Counselor and nurse will collaborate with community resources to provide services to students and families in need.	Counselor; Nurse	Parent surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
7) Counselor will coordinate any mentoring programs available to Navarro Intermediate students (Parent Volunteers, NHS Seniors, PALS, etc.).	Counselor	Grades; Discipline referrals; Surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					

8) A gender based lesson on maturation will be taught in 4th, 5th, and 6th grade PE classes.	Counselor, PE Teacher, Nurse	Student evaluation				
<b>Funding Sources:</b> Local Funds - 0.00						
9) Support implementation of physical education curriculum and PE staff. (lifetime fitness, etc.) CATCH program with a special CATCH week.	Principal; Nurse; PE Teacher	Fitness Gram scores				
<b>Funding Sources:</b> Local Funds - 0.00						
10) Bullying and Sexual Harassment issues will be covered through Counselor curriculum.	Counselor; Teachers	Teacher surveys; Discipline referrals				
<b>Funding Sources:</b> Local Funds - 0.00						
11) Campus will support after school activities to include Destination Imagination teams, Robotics Club, Chess Club, UIL, Battle of the Books, Choir, Drama, and Running Club.	Principal; Parents; Coaches	Surveys Student Participation				
12) Leader in Me theme will be displayed in front office, hallway and will be implemented weekly in classroom lessons.	Principal; Counselor; Teachers	Lesson Plans; Parent Surveys				
<b>Funding Sources:</b> Local Funds - 0.00						
13) The campus is a Leader in Me campus that will effectively include and instruct on the 7 Habits of Highly Effective Kids.	Discipline Committee; Principal; Teachers	Google Classroom Lessons; Leadership Binders; Staff and Parent Surveys				
14) Students of the six weeks will be selected by grade level and displayed in the front hallway.	Principal; Counselor; Teachers	Selection of D.A.R.T students				
15) Campus will support the Let's Go Running Club that continues to meet once a week until 4:30 PM. The club will promote healthy eating and exercise for a healthy lifestyle.	Teachers volunteers and parent volunteers	SHAC documentation Active student participation				
16) Conduct emergency drills in accordance with the district crisis management plan. Drills to include but not limited to; lock-downs, tornado/weather, and fire.	Principal	Log of campus drills				
17) Utilize identification security measures and maintain security cameras.	Principal; Secretary	Use of RAPTOR; Visitor Logs; Security Camera operations.				
18) Fifth grade students will participate in the DARE program through a partnership with the Seguin Police Department.	Principal; 5th grade teachers; Seguin PD	Attendance logs; DARE Graduation; surveys				
19) Sixth grade students will have the opportunity to participate in Music, Art, and Study Hall during Panther Time.	Counselor; Teachers	Panther Time Rosters				
20) Student leadership opportunities on campus will be developed and encouraged.	Principal; Teachers; Group Leaders	Creation of groups; sign-in sheets; Staff and Parent Surveys				
21) A chapter of the National Elementary Honor Society will recognize outstanding achievements of students.	NEHS Sponsor	Creation of NEHS; staff and parent surveys.				



**Goal 1:** Navarro Intermediate will provide a learning experience that promotes a healthy, respectful and positive environment within the diverse Navarro ISD family.


**Performance Objective 2:** NIS will maintain a variety of open communications between the staff, parents, students and community members.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Parents and community members will be included in campus improvement/planning committees.	Principal	Parent attendance at site-based meetings.				
	<b>Funding Sources:</b> Local Funds - 0.00					
2) Parents and community members will be informed of school activities and performance on campus web site.	Campus Webmaster	Parent Surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
3) Parents will be informed of school activities in a monthly campus newsletter, website, Facebook, Remind, and through K-12 alerts.	Principal;Counselor; Secretary	Parent Surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
4) Provide written information to parents in their native language whenever possible, bilingual assistance at trainings/meetings.	Principal	Parent Surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
5) Continue to collaborate with PTO for Navarro Intermediate School.	Principal; Grade Level PTO Representatives	Parent Surveys				
	<b>Funding Sources:</b> Local Funds - 0.00					
6) Teachers will maintain communication with parents through classroom websites, email, REMIND text alerts, and telephone calls. A newly created Google Form will be implemented campus wide to document parent communication.	Teachers	Parent Surveys; Google Form				
	<b>Funding Sources:</b> Local Funds - 0.00					
7) Provide parent involvement activities, such as teacher parent community educational nights on campus (Meet the Teacher, Book Fair Night, Art Showcase, Music Performances,Band Concerts, Color Run, HEB Camp, etc).	Principal; Teachers; Counselor	Sign In Sheets				
	<b>Funding Sources:</b> Local Funds - 0.00, Title I Funds - 0.00					
8) Teachers will post lesson plans on websites and grades for Tx Connect access on a weekly basis.	Principal; Teachers	Parent Surveys; PDAS				
	<b>Funding Sources:</b> Local Funds - 0.00					
9) The campus will maintain and update a campus website.	Campus Webmaster	Statistical reports; Parent Surveys				



10) All professional personnel will maintain a web page for parent communication.	Principal	Lesson plans; Observations				
11) Increase participation in TxConnect (online grade book) sign up at Meet the Teacher Night, through campus newsletters, and at Student Support Committee Meetings.	PEIMS Clerk; Principal	Parent Survey; Parent Portal Report				
	<b>Funding Sources:</b> Local Funds - 0.00					
12) The campus will comply with CIPA (Children's Internet Protection Act). All students will receive internet safety instructions through the Library and Computer Classes. The campus newsletter will address Internet Safety for parents.	Technology Teacher; Principal Instructional Technologist	Parent Survey; Campus Newsletter				
	<b>Funding Sources:</b> Local Funds - 0.00					
13) Students will receive basic internet safety training within the first three weeks of school.	Librarian; ELA Teachers Instructional Technologist	Community survey				
	<b>Funding Sources:</b> Local Funds - 0.00					
14) Parents, students, teachers, and community members will have access to library information beyond the normal school day. The librarian will maintain a website allowing access to databases, online encyclopedias, AR home connection, and Destiny Library Catalog from home PC.	Principal, Librarian					
	<b>Funding Sources:</b> Local Funds - 0.00					
15) Campus will maintain a Facebook page for NIS.	Principal; Counselor	FB page				
16) DrumFit will be used in 5th grade PE.	PE Teacher	Classroom walkthroughs; spring presentation by students.				
17) WATCH D.O.G.S program will be maintained throughout the year.	WATCH D.O.G.S coordinators	WATCH D.O.G.S sign in sheet; Parent Survey				
18) Student led conferences to discuss goals and campus contributions will be held in the fall and spring.	Principal; Teachers; Counselor	Effective student led conferences in fall and spring; sign-in sheets				
						

**Goal 1:** Navarro Intermediate will provide a learning experience that promotes a healthy, respectful and positive environment within the diverse Navarro ISD family.

**Performance Objective 3:** The students, teachers, parents, and community will benefit from the building of the new campus.

**Evaluation Data Source(s) 3:**

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Students, teachers, parents, and community members will utilize the new building to it's fullest potential.	Superintendent; Principal; Campus Teachers	Utilize the new campus effectively				


## Goal 2: Navarro Intermediate will foster and support a professional learning community that attracts and develops a diverse staff that engages all students.

**Performance Objective 1:** NIS will hire highly qualified teachers and maintain its teacher retention rate by providing relevant professional development and mentoring new teachers.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) All professional personnel will meet standards for technology competencies of 8th grade TEKS.	Principal Instructional Technologist	T-TESS; Texas Teacher Star Chart				
<b>Funding Sources:</b> Local Funds - 0.00						
2) Provide staff development opportunities in technology integration strategies.	Principal, Instructional Technologist, Campus Librarian	At least 90% approval on parent surveys, Data Audit- 100% of staff will have monthly updated pages on or by the 25th of the month				
<b>Funding Sources:</b> Local Funds - 0.00						
3) Send at least 1 teacher and computer teacher to TCEA state conference.	Principal	Each teacher attending will give a presentation to their campus by April 2017				
4) All teachers and paraprofessionals will meet state and federal guidelines for certification.	Principal	HQ Teacher Report				
<b>Funding Sources:</b> Title II Funds - 0.00, Local Funds - 0.00						
5) New staff will receive orientation training.	Chief Instructional Officer	Teacher Retention Rate				
<b>Funding Sources:</b> Local Funds - 0.00, Title II Funds - 0.00						
6) New teachers will be provided mentoring and additional assistance.	Principal; Mentor Teacher	Teacher Retention Rate				
<b>Funding Sources:</b> Local Funds - 0.00						
7) Campus will support and encourage teacher participation in district wide book studies and incorporate campus book studies.	Principal, ISD administration	Teacher participation				
<b>Funding Sources:</b> Local Funds - 0.00, Title II Funds - 0.00						

8) Campus will support meetings of PLC groups across the campus and district.	Principal; Chief Instructional Officer	PLC Notes				
9) Campus will continue Functional Friday meetings monthly with grade level teachers and team leader meetings bi-monthly with grade level leaders.	Principal	Agendas and Notes from Functional Friday and Team Leader Meetings				
10) Attendance incentives will be offered for teachers.	Principal	Attendance monitoring through AESOP				
11) Campus will provide opportunities for teachers to obtain certifications in high need areas.	Principal	Certification completion by teachers.				
12) Addition of Music Teacher to allow for additional Fine Arts Instruction for all students.	Principal; Music Teacher	Effective Fine Arts Instruction				
13) All teachers will create and track Student Learning Objectives.	Principal; Teachers	Creation of SLO's; effective data based classroom instruction				
						

# Goal 3: Navarro Intermediate will meet individual academic needs, challenging students to their highest potential and developing college and career readiness.

**Performance Objective 1:** NIS will make significant progress toward increased student achievement in all three domains and prepare for met standard with designation distinctions in 2019.



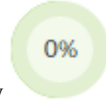

**Evaluation Data Source(s) 1:** 2019 State Accountability Summary

## Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
<p><b>Targeted Support Strategy</b></p> <p>1) Teachers will use benchmarks to include common assessments in Reading, Math, Writing, Social Studies and Science to make targeted interventions.</p>	Classroom Teachers	Failure rate; STAAR scores				
<p><b>Problem Statements:</b> Student Achievement 1, 2 - School Processes &amp; Programs 1</p> <p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p><b>Targeted Support Strategy</b></p> <p>2) All students who have not passed practice tests or assessments will receive intensive, targeted remediation.</p>	Principal; Grade Level Teachers; Title I Support	STAAR scores				
<p><b>Problem Statements:</b> Student Achievement 1, 2</p> <p><b>Funding Sources:</b> Title I Funds - 0.00, SCE Funds - 0.00, Local Funds - 0.00</p>						
<p>3) Student Support Committee meetings will be held with the parents of any student failing one or more classes.</p>	Counselor; Grade Level Teachers	Failure; retention rate				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p><b>Targeted Support Strategy</b></p> <p>4) Ensure that eligible students receive appropriate interventions through RTI process.</p>	Principal; Counselor; Student Support Committee	Student Support Committee; STAAR; Grades				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p>5) Staff will provide supplemental reading instruction and remediation through Read 180.</p>	Principal; Reading Intervention Specialist	STAAR scores; Grades				
<p><b>Problem Statements:</b> Student Achievement 1, 2</p> <p><b>Funding Sources:</b> Title I Funds - 0.00, Local Funds - 0.00</p>						
<p>6) Inclusion support staff will provide teacher assistance as well as in-class and pull-out support for at risk and learning disabled students.</p>	Inclusion Support Staff	STAAR scores; Grades; Teacher surveys				
<p><b>Funding Sources:</b> Title I Funds - 0.00, SPED Funds - 0.00, SCE Funds - 0.00</p>						

<p align="center"><b>Targeted Support Strategy</b></p> <p>7) Support Programs (i.e., Title 1; tutorials, special ed., ESL, counseling) will provide individualized assistance to at risk students.</p>	Principal; Counselor; Staff	STAAR scores; Grades; Teacher surveys				
	<p><b>Funding Sources:</b> Local Funds - 0.00, Title I Funds - 0.00, SCE Funds - 0.00, SPED Funds - 0.00</p>					
<p>8) Provide before, during, and after school Academic Lab for at risk students.</p>	Lab Staff	Failure rate; STAAR scores				
	<p><b>Problem Statements:</b> Student Achievement 1, 2</p> <p><b>Funding Sources:</b> Title I Funds - 0.00, SCE Funds - 0.00, SPED Funds - 0.00</p>					
<p>9) Elective teachers will include state testing strategies in lessons.</p>	Principal; Elective Teachers	STAAR scores				
	<p><b>Funding Sources:</b> Local Funds - 0.00</p>					
<p align="center"><b>Targeted Support Strategy</b></p> <p>10) Purchase supplemental materials to assist with individualized classroom instruction in reading/writing/math/science.</p>	Chief Instructional Officer Director of Information Services	STAAR scores; Teacher surveys				
	<p><b>Problem Statements:</b> Student Achievement 1, 2</p> <p><b>Funding Sources:</b> Title I Funds - 0.00, Local Funds - 0.00, SCE Funds - 0.00, SPED Funds - 0.00</p>					
<p align="center"><b>Targeted Support Strategy</b></p> <p>11) Support for TEKS Resource System curriculum will be provided (more assessment at application level).</p>	ESC 13; Chief Instructional Officer; Principal	STAAR scores				
	<p><b>Funding Sources:</b> Local Funds - 0.00</p>					
<p align="center"><b>Targeted Support Strategy</b></p> <p>12) Navarro Intermediate is in a shared services arrangement with Region XIII for professional development, instructional resources, and teacher support for ESL students.</p>	Chief Instructional Officer; ESL Teachers	TELPAS scores; STAAR scores				
	<p><b>Problem Statements:</b> School Processes &amp; Programs 1</p> <p><b>Funding Sources:</b> Local Funds - 0.00</p>					
<p>13) Differentiation strategies will be incorporated throughout the curriculum.</p>	Principal; Teachers	STAAR scores; Teacher surveys				
	<p><b>Problem Statements:</b> Student Achievement 1, 2</p> <p><b>Funding Sources:</b> Local Funds - 0.00</p>					
<p>14) 6th Grade students will participate in Junior Achievement Park Activities.</p>	Counselor; 6th Grade Teachers	Lesson Plans				
	<p><b>Funding Sources:</b> Local Funds - 0.00</p>					
<p>15) Campus will utilize Instructional Technologist to increase integration of technology into classrooms.</p>	Principal; Instructional Technologist	Survey Results; Teacher lesson plans				
	<p><b>Funding Sources:</b> Local Funds - 0.00</p>					

<p><b>Targeted Support Strategy</b></p> <p>16) Utilize current software to enhance student achievement on state test and in the classroom (i.e. Accelerated Reader, Think Through Math, iStation, StemScopes, and iXL Math).</p>	<p>Librarian, Title I, Teachers, Computer Teacher</p>	<p>State test scores will reflect intervention.</p>				
<p><b>Problem Statements:</b> Student Achievement 1, 2</p> <p><b>Funding Sources:</b> Title I Funds - 0.00, Local Funds - 0.00</p>						
<p>17) Students will have access to electronic databases.</p>	<p>Librarian, Title I, Teachers, Computer Teacher</p>	<p>90% of the students will do a project using databases.</p>				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p>18) Teachers will integrate Technology TEKS into core classes.</p>	<p>Principal</p>	<p>Students will exceed expectations on a state and locally developed Benchmark Test.</p>				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p>19) Teachers will receive professional development based on identified needs.</p>	<p>Principal</p>	<p>PDAS; Texas Teacher Star Chart</p>				
<p><b>Funding Sources:</b> Title II Funds - 0.00, Local Funds - 0.00, SPED Funds - 0.00</p>						
<p><b>Targeted Support Strategy</b></p> <p>20) Professional development activities will include: TEKS Resource System subject/grade level training; curricular objectives; technology / technology integration; emergency procedures; RTI; instructional strategies for special populations.</p>	<p>Principal; Chief Instructional Officer</p>	<p>At least 95 % approval on teacher surveys</p>				
<p><b>Funding Sources:</b> Title II Funds - 0.00, Local Funds - 0.00, SPED Funds - 0.00</p>						
<p><b>Comprehensive Support Strategy</b></p> <p><b>Critical Success Factors</b></p> <p>CSF 1 CSF 2 CSF 3</p> <p>21) Functional Friday will occur every other Friday for the principal and teachers to meet during planning periods to review curriculum planning, assessments, and remediation efforts.</p>	<p>Principal; Teachers</p>	<p>At least 95 % approval on teacher surveys</p>				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p><b>Comprehensive Support Strategy</b></p> <p><b>Critical Success Factors</b></p> <p>CSF 1</p> <p>22) Campus will support the implementation of NJWP (Abydos) through all 4th grade ELA classes across all demographic and educational need groups and subgroups.</p>	<p>Principal; 4th ELA teachers; SpEd teacher</p>	<p>Grade Reports; STAAR Results</p>				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						
<p>23) Campus will support the Art and Music teachers in order to incorporate Fine Arts offerings for students.</p>	<p>Art Teacher; Music Teacher; Principal</p>	<p>Grade Reports</p>				
<p><b>Funding Sources:</b> Local Funds - 0.00</p>						

24) The campus will support 6th grade Honors Math curriculum and classes.	Principal; 6th Grade Honors Math Teachers	Grade Reports; STAAR Scores Level III performance				
<b>Funding Sources:</b> Local Funds - 0.00						
25) The campus will support Technology Applications class for 5th grade student.	Principal; Instructional Technologist; Technology Teacher	Grade Reports; Computer Literacy Skills				
<b>Comprehensive Support Strategy</b>	Principal; 4th grade teachers	Attendance logs; STAAR Results				
26) Fourth grade students will participate in a targeted writing academy.	Principal; Counselor; Teachers	Panther Time Rosters; STAAR Results				
<b>Targeted Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4	<b>Problem Statements:</b> Student Achievement 1, 2					
27) All students will be scheduled into Panther Time (45 minutes daily) through the RTI process.	Principal; Teachers; Chief Instructional Officer	Curriculum Alignment; STAAR Results				
28) Utilize ESC 13 ELA team to coach and collaborate for K-5 Vertical Alignment in Reading and ELA.	<b>Problem Statements:</b> School Processes & Programs 1					
<b>Targeted Support Strategy</b>	Principal; Chief Instructional Officer; Bilingual/ESL Teacher; Classroom Teachers	Increased language acquisition skills for ELL students; increased performance on STAAR				
29) District Bilingual/ESL teacher will be utilized to instruct a 90 minute newcomer language acquisition class as well as in class support for English language learners.	<b>Problem Statements:</b> Student Achievement 1, 2					
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue						

**Performance Objective 1 Problem Statements:**

<b>Student Achievement</b>
<b>Problem Statement 1:</b> Performance of English Language Learners component target for closing the performance gaps was 37% in Reading. <b>Root Cause 1:</b> Low number of ELL students; increased need to teach ELL strategies.
<b>Problem Statement 2:</b> Low performance of English Language Learners across all STAAR tests. Increase overall STAAR percentages to 70% approaches standard, 35% meets standard, and 7% masters standard. <b>Root Cause 2:</b> Low number of ELL students; increased need to teach ELL strategies.
<b>School Processes &amp; Programs</b>
<b>Problem Statement 1:</b> Lack of vertical alignment of Reading program K-5 causes our Reading scores to remain flat or drop annually.







**Goal 3:** Navarro Intermediate will meet individual academic needs, challenging students to their highest potential and developing college and career readiness.

**Performance Objective 2:** NIS will attain an attendance rate of 97.0%. NIS will support intervention processes and differentiated instruction for special needs students.

**Evaluation Data Source(s) 2:** Attendance Rate; Parent Survey; 2019 Data

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Mar	June	Sept	Nov
1) Warning letters for excessive absences will be sent to parents prior to a loss of credit or truancy charges being filed.	Principal/ PEIMS Clerk	Attendance reports				
<b>Funding Sources:</b> Local Funds - 0.00						
2) Students who exceed the allowable number of absences will have a parent/student meeting with the Attendance Committee.	Principal; Attendance Committee	Improved communication regarding the importance of attendance				
<b>Funding Sources:</b> Local Funds - 0.00						
3) Incentives will be given to students with good attendance at each 6 weeks.	Principal	Attendance reports				
<b>Funding Sources:</b> Local Funds - 0.00						
4) Legal recourse will be used where attendance laws are violated.	Principal	Attendance reports				
<b>Funding Sources:</b> Local Funds - 0.00						
5) The campus will maintain and update the electronic student information management system.	Registrar	Data audit-100% of all contact information be entered into the system by due date, PEIMS submission				
6) Daily announcements for staff will have student absences listed.	Principal; Campus Secretary; Campus Registrar	Daily Announcements				
7) The campus will support the Functional Academic and academic support classes for students who qualify.	Principal, Sp Ed teachers	STAAR scores; STAAR ALT scores; Surveys; Student Success				
<b>Funding Sources:</b> SPED Funds - 0.00						
8) Fourth grade students will attend HEB camp in Leakey, TX to promote student growth, team building, and educational opportunities.	Principal; 4th grade teachers; parent volunteers	Camp presentation; Attendance at camp				

9) Student sign out sheets will be completed on an individual basis.	Registrar; Secretary	Individual student sign out sheets				
10) The campus will support the Special Olympics program.	Special Olympics Coaches	Campus participation in Special Olympics.				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
3	1	21	Functional Friday will occur every other Friday for the principal and teachers to meet during planning periods to review curriculum planning, assessments, and remediation efforts.
3	1	22	Campus will support the implementation of NJWP (Abydos) through all 4th grade ELA classes across all demographic and educational need groups and subgroups.
3	1	26	Fourth grade students will participate in a targeted writing academy.

# State Compensatory

## Budget for Navarro Intermediate School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
<b>6100 Payroll Costs</b>		
199 11 6112 40 102 9 24 0 00	6112 Salaries or Wages for Substitute Teachers or Other Professionals	\$500.00
199 11 6119 40 102 9 24 0 00	6119 Salaries or Wages - Teachers and Other Professional Personnel	\$50,490.00
199 11 6122 40 102 9 24 0 00	6122 Salaries or Wages for Substitute Support Personnel	\$500.00
199 11 6129 40 102 9 24 0 00	6129 Salaries or Wages for Support Personnel	\$12,715.00
199 11 6141 40 102 9 24 0 00	6141 Social Security/Medicare	\$890.00
199 11 6142 40 102 9 24 0 00	6142 Group Health and Life Insurance	\$3,206.00
199 11 6144 40 102 9 24 0 00	6144 Teacher Retirement/TRS Care - On Behalf Payment	\$4,545.00
199 11 6146 40 102 9 24 0 00	6146 Teacher Retirement/TRS Care	\$1,860.00
<b>6100 Subtotal:</b>		<b>\$74,706.00</b>
<b>6300 Supplies and Services</b>		
199 11 6399 00 102 9 24 0 00	6399 General Supplies	\$4,500.00
<b>6300 Subtotal:</b>		<b>\$4,500.00</b>

# Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Bernie Martinez	Teacher	Reading	1.0

# Campus Site-Based School Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Bobbi Supak	Principal
Non-classroom Professional	Tami Monroe	Counselor
Classroom Teacher	Michelle Schwarzlose	Teacher
Classroom Teacher	Laurie Berry	Teacher
Classroom Teacher	Jennifer Spreen	Teacher
Classroom Teacher	Megan Lopez	Teacher
Business Representative	Tammy Harborth	Business Representative
Community Representative	Linda Dreibrodt	Community Member
Parent	Lindsay Baldamenti	Parent