



# **Nazareth ISD District/Campus Improvement Plan**

**2023-2025**

September 13, 2023  
Board Approval

## Legal References

- *Each school **district** shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. ( Section 11.251 of the Texas Education Code)*
- *Each school year, the principal of each school **campus**, with the assistance of the district-level committee, shall develop, review, and revise the district improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the academic excellence indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)*

## Mission Statement

*We, the staff, students, and parents of Nazareth Independent School District believe that all students can and will learn. We have a climate of high expectations. We believe that our school provides quality and equity in instruction in an atmosphere that is conducive to learning. We feel that our mission of educating students is best accomplished when home and school work together. We are dedicated to educating our children to be productive, respectful, and patriotic citizens in a changing future.*

## Planning and Decision Making Committee 2023-2024

<b>Name</b>	<b>Position</b> Parent, Business, Community, Teacher, etc	<b>Term</b> <b>Begin/End Date</b>
Kimberlin White	Special Populations	Continuing
Nicole Schulte	Elementary Fine Arts	08/22-08/24
Dana Stanfield	Secondary/CTE	08/22-08/24
Austin Heck	Secondary/CTE	08/22-08/24
Heather Birkenfeld	Secondary/CTE	08/22-08/24
Ann Nelson	Elementary	03/22-08/24
Jane Gerber	Paraprofessional	08/22-08/24
Dr. Kara Sue Garlitz	Superintendent	Continuing
Robert O'Connor	Principal	Continuing
Nikki Wethington	Counselor/Title 1/Homeless	Continuing
Marsha Pohlmeier	Business Representative	08/22-08/24
Celina Brockman	Parent	08/22-08/24
Father Arokiaraj "Raj" Samala	Community Representative	Continuing
Brandi Burks	Parent	08/22-08/24
Edith Huseman	Community Representative	08/22-08/24

### DIP Goal 1: Academic and Physical Fitness Standards

Katie McCamish\*, Brenda Schulte, Andrea Snead, Tyler Goodwin, Farron Urbanczyk

### DIP Goal 2: Excellent Educators and Staff for All

Robert O'Connor\*, Benny Loya, Stephanie Demoss, Gayle Quigley, and Taylor Schulte

### DIP Goal 3: Safe and Drug Free Learning Environment

Macee Huseman \*, Kristin Braddock, Nikki Wethington, Brooklyn Wesley

### DIP Goal 4: Transitions, Career & Technological Future

Dana Stanfield\*, Heather Birkenfeld, Taryn Keeter, and Austin Heck

### DIP Goal 5: Partners with Parents and Community Members

Nicole Schulte\*, Jane Gerber, Whitney Bryan, Whitney Tomblin, Jill Garcia

### DIP Goal 6: Supporting Unique Needs of Students

Ann Nelson\*, Kimberlin White, Vanessa Dominguez, Mia Minjarez, Denise Gastineau, Karen Wanjura, Katy Schulte, and Keely Williams

### DIP Goal 7: Promoting good citizenship through service and extracurricular involvement

Cindy Huseman\*, Eric Schilling, Maria Westmoreland

# Comprehensive Needs Assessment

A Comprehensive Needs Assessment was conducted with the Staff on August 9, 2023

## Summary of Findings

Strengths		These are for 2023-2024 Prioritized Areas of Concern	
CNA	(this column does not correlate with the columns to the right)	Areas of Concern	Data Source
Demographics	<i>Small numbers in our special populations</i>	Continue to increase interventions in the classroom	<i>State Accountability Anecdotal Evidence</i>
Achievement	<i>Historically high performance rates on STAAR &amp; STAAR EOC Extracurricular Activities</i>	Continue to strengthen use of tutorials, including for accelerated instruction	<i>State Accountability HB 1416 Local + / Δ</i>
School Culture & Climate	<i>Well cared for facilities Strong tradition of excellence in academics, UIL, FFA, etc. Service Projects</i>	Continue to strengthen/maintain CTE programs, including increasing CTE certification opportunities	<i>CCMR reports</i>
Staff Quality	<i>High quality of teachers Paraprofessionals are HQ and flexible Low turnover rate</i>	Continue utilization of online testing platforms	<i>STAAR online only testing 2022-2023 Anecdotal evidence</i>
Curriculum, Instruction, Assessment	<i>DMAC Strong teachers HQIM Instructional Material Most Students graduate Distinguished with Endorsement(s)</i>	Continue growth of integration of technology	<i>Anecdotal evidence Accountability</i>
Family & Community Involvement	<i>Home &amp; School Education Foundation Community wide support for school FFA Alumni Booster Club</i>	Increase training and capacity for interventions, tutorials, accelerated instruction, technology, citizenship	<i>Anecdotal evidence of need</i>
School Context & Organization	<i>Accelerated instruction offered within courses for 4545 Tutorials provided daily for students</i>	Campus Safety Measures for School Intruders	<i>Partial Summer Safety Audit, Summer, Exterior Door Audit</i>
Technology	<i>Access to technology for teachers Access to technology for students</i>	Improve retention of staff in key positions to prevent lack of continuity in instruction/services	<i>Anecdotal evidence STAAR results</i>

# State Compensatory Education Program Program Evaluation/Needs Assessment Grades 3-12

STAAR	Math % Met Standard			Reading % Met Standard			Science % Met Standard			Social Studies % Met Standard		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Students At-Risk	79%	86%	16/16 100%	84%	85%	25/25 100%	80%	83%	9/9 100%	71%	71%	1/3 33%
Not At-Risk	96%	98%	89/93 96%	94%	98%	109/112 97%	98%	97%	42/47 89%	100%	96%	28/33 85%

	Drop Out Data			Completion Data		
	2019-2020	2020-2021	2021-2022	2019-2020	2020-2021	2021-2022
Students At-Risk	0	0	0	2/2 100%	5/5 100%	100%
Students Not At-Risk	0	0	0	11/11 100%	16/16 100%	100%

The comprehensive, intensive, accelerated instruction program at this campus consists of state credit courses and support structures that will ensure students at-risk of not graduating have educational opportunities to plug academic gaps prior to state required assessments. Students who have lost credit may participate in an online credit recovery program utilizing EdGenuity. Daily academic tutorials are available for students to ensure that teachers have access to students who need further acceleration as well as for students who need more support from teachers on homework and assignments. Upon evaluation of the effectiveness of this program the committee finds that all programs should be continued.

## State Compensatory Education

### **State of Texas Student Eligibility Criteria:**

A student under 26 years of age and who:

1. Was not advanced from one grade to the next for one or more school years unless the student did not advance from Pre-K or Kindergarten to the next grade level only at the request of the student's parent.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument.
4. Is in pre-kindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
5. Is pregnant or is a parent.
6. Has been placed in an DAEP during the preceding or current school year.
7. Has been expelled during the preceding or current school year.
8. Is currently on parole, probation, deferred prosecution, or other conditional release.
9. Was previously reported through PEIMS to have dropped out of school.
10. Is a student of limited English proficiency.
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS.
12. Is homeless.
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in a district. Such facilities include: a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, cottage home operation, specialized childcare home, or general residential operation.
14. Has been incarcerated or has a parent or guardian who has been incarcerated within the lifetime of the student, in a penal institution.

This District has written policies and procedures to identify the following:

- Students who are at risk of dropping out of school under state criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

Total projected SCE including Title I salary funds allotted to this District is approximately: \$88,500.00

Total FTEs funded through SCE/Title I at this District/Campus is approximately: 3.137

*At the Nazareth Independent School District  
SCE Funds are used to support Title I initiatives including reduced class sizes and tutorials.*

**In this plan, the term “student groups” refers to students who are  
H, W, ED, At-Risk, Migrant, LEP, G/T, and Special Education**



**Goal 1:** All students will meet academic and physical fitness standards at an increasingly higher level of proficiency (Board Goals #1, #2)

**Objective 1:** By May 2024, at least 90% of all students and each student subgroup will meet the passing standard on all portions of the STAAR and EOC tests, and meet Fitness Gram standards

**Summative Evaluation:** 90% of all students will pass all portions of the STAAR and EOC tests, and meet Fitness Gram standards.

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2) ESSA Requirements for DIP ESSA Requirements for CIP	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Provide training and time to disaggregate student data by all subgroups to identify strengths, areas of concern and decipher probable causal factors using DMAC and TFAR	1.1, 2.2, 2.4, 2.6  5.a.1 5.a.4 3.g.1	*School administrator *Classroom teachers *Report cards will go out the Wednesday following the Progress Review Date	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Data Collection Sheets	*Benchmark * STAAR & EOC *AEIS indicators *Report card grades
B. Utilize Thematic Teaching Techniques to emphasize the importance of an integrated curriculum (mainly Elementary)	2.5  5.a.1 3.g.1	*School administrator *Classroom teachers	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Data Collection Sheets	*Meeting dates  *Progress reports *Report card grades

C. Benchmark testing (or 6 weeks tests) will be utilized to provide feedback on student progress and achievement	2.2 <b>5.a.2</b> <b>3.g.1</b>	*School administrator	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Class time	*Benchmark scores * STAAR and EOC scores *AEIS indicators
D. Provide education to special education and Section 504 students in the general education classroom through the inclusion process.	2.4 <b>3.g.1</b>	*School administrator *Classroom teachers *Inclusion Aides	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Class time *SpEd Funds * <b>SCE Funds \$16,920</b>	*Benchmark scores * STAAR and EOC scores *AEIS indicators
E. AI (Accelerated Instruction) plans will be utilized to improve STAAR/EOC scores and overall student performance. Computer programs like Study Island, iStation, IXL, <b>iReady</b> , Common Lit, <b>Science Stem Scopes</b> and A/R will help us meet these student needs.	2.5 <b>5.a.3</b> <b>3.g.1</b>	*Campus administrators *Highly certified educators	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Faculty time *Data Collection Sheets *Paraprofessional support *STAAR, EOC, & TAKS remediation classes *Tutorials *Federal Funds (211, 270) *Migrant funds *SSR funds	*Benchmark scores * STAAR and EOC scores *AEIS indicators
F. Nazareth ISD will provide extra assistance to struggling students through morning tutorials (8:55-9:10 am) on Monday through Friday.	2.6 <b>5.a.2</b> <b>5.a.3</b> <b>5.e</b> <b>3.g.1</b>	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Special Ed Funds *Region 16 *Title 1 Funds * <b>SCE Funds \$43,347</b>	*3-week progress reports *Six weeks grades *Benchmark results --Elementary

					*I-Station monthly reports *iReady BOY, MOY, EOY reports
G. PE teachers actively use activities as formative assessments throughout the school year to prepare students for the FITNESSGRAM Assessment	3.g.1	*AD *Coaches	Progress Review Date: <ul style="list-style-type: none"> <li>2/16/2023</li> <li>4/3/2023</li> <li>5/16/2023</li> </ul>	*FITNESSGRAM DVD *Test Administration Manual	*Benchmark performances
H. Provide Title I classroom where students can come for extra help, accommodations, academic supports *Title I is now split elementary and secondary to better serve students needs.	5.a.3 5.f 3.g.1	*Denise Gastineu *Stephanie DeMoss *Vanessa Dominguez *Whitney Tomlin *Kimberlin White *Maria Westmoreland *Brooklyn Wesley	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/3/2024</li> <li>5/16/2024</li> </ul>	*Title I Funds \$17,800 *SCE Funds \$16,920 *Local Funds	*3-week progress reports *Six weeks grades *Benchmark results
I. Students will learn to utilize and access the school library to enhance and improve academic achievement	5.m.2 3.g.1	*Principal *Library Aide *ESC 16	May 2024	*Local Funds	*AR Reports *Circulation reports
J. Students will receive accelerated learning instruction based on data and small intervention groups provided by classroom teachers in elementary and through tutorials in secondary		*No current interventionist	<ul style="list-style-type: none"> <li>9/23/2023</li> <li>12/20/2023</li> <li>5/16/2024</li> </ul>		*BOY, MOY, EOY assessments

**Goal 2:** Nazareth ISD is dedicated to recruiting, training, and retaining high quality and effective teachers, instructional aides, and support staff by facilitating collaboration, cooperation, growth, and professionalism (Board Goal #2).

**Objective 1:** 100% of core academic classes will be taught by certified teachers – 100% of paraprofessionals with instructional duties will meet NCLB requirements – 100% certified staff will be maintained.

**Summative Evaluation:** 100% of core academic classes will be taught by certified teachers and 100% certified staff will be maintained.

Date <b>2022-2023</b>	% Core classes taught by certified Teachers	% certified Teachers	% certified Paraprofessionals
	100%	100%	100%

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Actively recruit highly qualified teachers, professionals, and paraprofessionals with advertisements including the Internet and job fairs.		*Superintendent *Principal	*At time of job openings	*Local Funds *State Funds	*100% core academic classes taught by certified teachers, 100% paraprofessional meet ESSA requirements
B. Provide above base pay to all certified teachers that are working full-time in the district.		*Superintendent	*August 2023	*Local Funds *State Funds	*100% core academic classes taught by certified teachers, 100% paraprofessional meet ESSA requirements
C. If a teacher is not certified, a letter will be sent within 30 days of instruction to the students' parents to inform them of the teacher's certification status.		*Principal	*Within 30 days of instruction	*Local Funds *State Funds	*Parent letter dated within the required timeline.

D. Survey student and staff technology needs through the year.		*Principal *Technology Committee	*August 2023	*Local Funds *State Funds	*A copy of the survey will be reviewed by the Technology Committee.
E. District will maintain Professional Development Services Contract with Region 16 to ensure high effectiveness in most areas of education.		*Superintendent	*August 2023	*Local Funds *State Funds	* STAAR scores and TTESS evaluations will be monitored annually as a measure of staff expertise.
F. District will actively seek professional development from providers other than Region 16 to ensure high effectiveness in all areas of education.		*Principal	*August 2023	*Local Funds *State Funds	* STAAR scores and TTESS evaluations will be monitored annually as a measure of staff expertise.
G. The district will maintain and make improvements as needed on the school houses in order to have available housing for teachers and administrators		*Superintendent *Maintenance	* August 2023	*Local Funds	*Ongoing maintenance issues and upkeep records *Housing surveys
H. District will contract with Region 16 to oversee Federal Grants Programs including Title I, Title II, Title IV applications and compliance reports.		*Superintendent *Principal *Title I Counselor	*August 2023	*Title I Funds \$8554	*Bi-annual meetings
I. The district will support first and second year teacher's with a first year teacher academy.		*Superintendent *Principal	*August 2023	*Local Funds *State Funds	*Training records of first year teacher stored in Strive.
J. The district will support teachers in the Reading Academies with a completion stipend.		*Superintendent	*August 2023	*ESSER III Funds	*Training records for the Reading Academy stored in Strive.
K. The district will support athletic coaches with a coaches clinic annually.		*Superintendent *Principal	*August 2023	*Local Funds	*Training records from clinics.

L. The district will support CTE teachers with CTE focused trainings.		*Superintendent *Principal	*August 2023	*Local Funds	*Training records from CTE training.
M. The district will maintain a digital application system for job postings.		*Superintendent *Principal	*August 2023		* Jobs are posted on the job portal and linked to the school website.
N. The district will use social media to promote job postings. (Facebook, LinkedIn, Indeed, etc)		*Principal	*August 2023		*Job postings will be added to social media and online platforms to expand potential applicant pools.

**Goal 3:** All students in Nazareth ISD will be educated in a learning environment that is safe, drug free, and conducive to learning (Board Goal #3).

**Objective 1:** NISD will implement strategies that are conducive to a safe and drug free educational environment.

**Summative Evaluation:** *There will be a reduction in the number of office referrals related to violations that threaten school safety. Education will be provided about bullying, date violence, social networking, drug, alcohol & tobacco use/abuse, and parenting awareness.*

Data 2017-2018	All Students	Data 2018-2019	All Students	Data 2019-2020	All Students	Data 2020-2021	All Students
Discipline/ Incidents	47 (2 ISS) (PEIMS)	Discipline/ Incidents	27 (0 ISS) (PEIMS)	Discipline/ Incidents	?? (??ISS) (PEIMS)	Discipline/ Incidents	?? (??ISS) (PEIMS)

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Provide information about bullying and date violence to students and parents including communication avenues when incidences arise	5.k	*Principal *Counselor *Bullying Committee	*Monitor: End of school year	*State Funds *Local Funds	*Education per assembly, literature, and/or classroom intervention *STOP IT app
B. Provide information to students, parents, and staff about inappropriate texting and social networking and the consequences for these behaviors.	5.k	*Principal *Counselor	*Monitor: End of school year	*State Funds *Local Funds	*Education per assembly, literature, and/or classroom intervention
C. Educate students of the harmful effects of drug, alcohol (binge drinking), <b>vaping</b> , and tobacco use/abuse.	5.k	*Principal *Counselor	*Monitor: End of first semester *Oct 23-27, 2023 *Sept 8, 2023	*State Funds *Local Funds	*Red Ribbon Week *Student participation *Homecoming Week *Assembly-Drug Free Program

D. Provide students with the education and skills to make lifelong positive decisions in school and future lives.	5.k	*Principal *Counselor	*Monitor: End of school year	*Local Funds *Donations	*Rachel's Challenge *FOR Club
E. Increase school security and safety through use of grants		*Administration	*Monitor throughout school year	*Grants	*Safety Audit
F. Provide Reach for Greatness training for secondary students	5.k	*Community Volunteers	Several days of class time		*Once a month during 7 <sup>th</sup> Careers/Health
G. Provide for the safety, security, care and well-being through student services including, but not limited to counseling, nursing, food service, transportation, and janitorial.	5.k	*Superintendent *Principal *Counselor *Nurse *Support Services	*Sept 2023— *May 2024	*Local Funds *State Funds *Federal Funds	
H. With COVID-19, additional protocols will be implemented and taught to provide for a safe learning environment		*Superintendent *Entire Staff	August 2023- May 2024	*Local Funds *ESSER Funds	
I. Campus visits from drug dog		*Superintendent *Principal	Sept 2023- May 2024	*Local Funds	*Once per semester



**Goal 4:** Nazareth ISD will smoothly transition all students from the primary grades to high school and beyond, constantly making them aware of, and preparing them for a variety of career options in a technologically advanced future that is always changing (Board Goal #2, #3, #4, #5)

**Objective 1:** NISD will provide a structured, safe, and secure learning environment for students transitioning into Kindergarten as well as those moving from elementary to middle school, middle school to high school, and high school to a future education/career.

**Summative Evaluation:** *Students will be prepared and organized for academic success in school and higher education.*

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Provide orientation for incoming Pre-K, Kindergarten, 6 <sup>th</sup> and 9th grade students	5.h	*Teachers *Principal	*August 2023 *May 2024	*Class schedule *School tour *Meet the Teacher Night	*Successful class transitioning
B. Increase communication with parents utilizing all available media and other mediums	2.3, 3.1	*District *Administrators *Teachers	*August 2023-May 2024	*All forms of media: Facebook, web page with translation capability, church bulletin, newspaper, events, parent/teacher conferences, “Remind” Messaging, Twitter, Radio Broadcasting	*School calendar *Mail outs, flyers, memos, Remind, etc. *Community comments *District Improvement Plan *Parent Involvement Policy *Surveys
C. Provide students and parents with the Student Handbook/Code of Conduct, and Extracurricular Policy	3.1	*District Administrators *Coaches	*Grade 6 -12 at the time of student registration *K-5 on the at the beginning of school *Online – website (www.nazarethisd.net)	*Local Funds *State Funds	*Parent/ student signature *Parent Involvement Policy


**Objective 2:** To provide students with an extensive awareness of potential career options and the technology tools and skills that are required in those professions.

**Summative Evaluation:** *Students will be prepared and organized for academic success in school and higher education.*

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Provide hands-on opportunities for all teachers and students in computer and technology usage including smart boards, laptop/Chromebook/IPads in every elementary classroom, and 1:1 Chromebooks in 1 <sup>st</sup> - 12th Grade.		*Teachers *Principal	*September 1, 2023	*Local Funds  *Title 1 and IDEA funds (Regular and Stimulus dollars  *Fund 289 – Small Rural School  *ESSR 3	*Technology expenditures *District Improvement plan *Lesson plans *Student achievement
B. The part-time technology coordinator will provide technical support and serve as a liaison between Nazareth ISD and Region 16		*Administration *Technology Coordinator	August 2023 - May 2024	*Local Funds	
C. Provide and develop proven instructional methods for computer and technology usage.	2.5	*Teachers *Principal	*August 2023 - May 2024	*Workshops	*Campus plans *Lesson plans *Student achievement *Staff Development
D. Continue to add high school courses that incorporate more CTE, on-line, and dual credit classes. DC currently offered, but not limited to - U.S History, Economics, English, Government, Statistics and	2.5 5.j.1 5.j.2 5.i.1 5.i.2 3.g.1	*Teachers *Principal *Counselor *Proctors	By May 2024	*Local Funds	*Technology budget *Campus improvement plan *Lesson plans *Student achievement

Calculus, Psychology, Medical Terminology, Diet and Nutrition	3.g.2				
E. Continue to build the Culinary Arts, Ag, Business/Technology, and Engineering CTE courses. Also included are student certifications in Industry-Based Certification Resources that are on the A-F Rating.	5.l.1 5.l.2 3.g.1 3.g.2	*Teachers *Principal *Counselor	By May 2024	*Local Funds *CCMR Funds	*Certification Exams *Campus Improvement Plan *Student achievement *Technology budget
F. Continue to build Dual Credit opportunities for our high school students to graduate with college credits	5.j.1 5.j.2	*Principal *Counselor *Staff Facilitators *Proctors	By May 2024	*Local Funds *CCMR Funds	*DC completion records
G. Options for potential trade school and military opportunities.		*Teachers *Principal *Counselor	By May 2024	*Local Funds *CCMR Funds *State Funds *Workshops *Community Business / Industries *Military Recruiters	*Certification Exams *Campus Improvement Plan *Trade School Tours *Student Achievement *ASVAB

**Goal 5: Parents and Community Members will be partners in the education of students in Nazareth ISD.**

**Objective 1:** By the end of 2024, at least 95% of all students' parents and/or family members will collaboratively engage in the development of their children's formal education.

**Summative Evaluation:** *School records indicate that at least 95% of students' parents/family members participated in partnership in education opportunities.*

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Utilize counselor, administrators, faculty, and clergy to work with all students/families and serve as a liaison between the home, school and community agencies	5.g	*Father Arokiaraj "Raj" Samala & Staff *Counselor *Faculty *District Administrators *Hospital, Clinics, EMS, Home/School *Local Business	*August 2023 – May 2024	All forms of media: Webpage, newspaper, Events, Parent/teacher conferences, Home and school meetings, Facebook, Remind 101, Paw Prints, church bulletin	*Increased Academic Achievement among all Students *Increased Participation among all Parents *Teacher logs showing communication
B. Increase parent attendance and participation in Parent/Teacher/Student Conferences & Open House.  *Nazareth Elem. will host a variety of events inviting parents to attend (ie. 100 day of school, Veteran's Day, track meet, class parties, AR Celebrations)	3.1 3.2  5.g	*Counselor *Faculty *District Administrators	*Open House August 14, 2023 *AR celebrations each six weeks *Christmas music programs *Talent Show	All forms of media: Webpage, email, newspaper, Events, Parent/teacher conferences, Open House, Home and school meetings, Facebook, Remind 101, Paw Prints, church bulletin	*Parent/ Student *Counselor *Faculty *District Administrators *Teacher logs showing communication

C. Increase communication with community and parents utilizing all media and other mediums (Paw prints, paper, church bulletins/ <b>calendar</b> , school website, Remind 101, county newspaper, Facebook, Channel 4, 7, 10)	3.2 <b>5.g</b>	*Counselor *Faculty *District Administrators *Technology Coordinator *Local Businesses	*August 2023-May 2024	All forms of media: Webpage, newspaper, Events, Parent/teacher conferences, Home and school meetings, teacher letters to parents, letters home to youngest in family, email from community leaders, Remind 101, administrators, teachers, Facebook, parent portal	*Increased academic achievement among all students and increased participation among all parents
D. Meet the Teacher/Open House before school starts. Go through a typical school day overview.	3.2 <b>5.g</b>	*Faculty	August 14, 2023	Notification - Webpage, newspaper, postcards to elementary, Remind 101, Facebook, etc.	*Teacher sign-in showing participation. *Smoother first day transition *Opportunity to drop school supplies for elementary students
E. Provide translator, upon request, for all academic activities when parent(s) are attending	3.1 <b>5.g</b>	*Administrator	August 2023- May 2024	All forms of media: Webpage with translation capability, email, newspaper, events, parent/teacher conferences, Open House, Home & School meetings, Remind 101, Paw Prints, church bulletin	*Parent/student *Counselor *Faculty *District Administrators *Teacher logs showing communication
F. NISD will maintain and make improvements on the school facilities as a covenant of our stewardship entrusted to us by the community	<b>5.g</b>	*Superintendent *Maintenance *Custodians	August 2023-August 2024	*Local Funds	*Facilities are in good condition

**Goal 6:** Recognize and support the unique learning needs of all students.

**Objective 1:** *To be constantly aware of students with unique learning needs and provide for their successful participation in the academic community.*

**Summative Evaluation:** *Implement strategies to assist all economically disadvantaged, at-risk, ELL, and special education students in meeting the passing standard on all STAAR-EOC tests.*

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. Nazareth ISD will provide accommodations and/or modifications as well as strategies and tools to address the needs of special populations.	2.4, 2.5, 2.6	*Principal *Counselor *Faculty *SpEd Director	Progress Review Date: <ul style="list-style-type: none"><li>9/22/2023</li><li>11/3/2023</li><li>12/20/2023</li><li>2/16/2024</li><li>4/5/2024</li><li>5/16/2024</li></ul>	*Special Ed Funds *Region 16 *Title 1 Funds *State Comp Ed Funds	*Six weeks grades *Benchmark results
B. Nazareth ISD will provide training and implement inclusion to meet the needs of special populations.	2.4, 2.6	*Principal *Counselor *Faculty *SpEd Director	Progress Review Date: <ul style="list-style-type: none"><li>9/22/2023</li><li>11/3/2023</li><li>12/20/2023</li><li>2/16/2024</li><li>4/5/2024</li><li>5/16/2024</li></ul>	Special Ed Funds *Region 16 *Title 1 Funds *State Comp Ed Funds	*Six weeks grades *Benchmark results
C. Nazareth ISD will provide extra assistance to struggling students through morning tutorials (8:54-9:18 am) on Monday through Friday.	2.6 <b>3.g.1</b>	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"><li>9/22/2023</li><li>11/3/2023</li><li>12/20/2023</li><li>2/16/2024</li><li>4/5/2024</li><li>5/16/2024</li></ul>	*Special Ed Funds *Region 16 *Title 1 Funds *State Comp Ed Funds	*3-week progress reports *Six weeks grades *Benchmark results --Elementary *I-Station monthly reports

D. Nazareth ISD will use intervention strategies (RtI) and programs during the school day, before/after school and during summer school to assist struggling students prior to failure or following a failure.	2.6 3.g.1	*Principal *Faculty	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/5/2024</li> <li>5/16/2024</li> </ul>	*Special Ed Funds *Region 16 *Title 1 Funds *State Comp Ed Funds	*Six weeks grades *Benchmark results *Teacher observation and monitoring *Formative and summative evaluation *RTI Intervention Resources
E. Students identified as gifted and talented will participate in the Advanced Academic Services Program to meet their varied needs in an inclusive classroom environment.	2.4 5.m.1 3.g.1	*Principal *Teachers *Faculty	August 2023-May 2024	*Local Funds	*GT students offered opportunity to work with other GT students or independently in the classroom
F. Nazareth ISD teaching staff will acquire annual 6 hour GT update to meet the varied needs of GT students in an inclusive classroom environment.	5.m.1	*Faculty *Principal	September 2023-August 2024	*Local Funds *State Funds	*Training certificates
G. Students identified with Dyslexia will be served to address their individual and varied needs.	2.4 3.g.1	*Principal *Dyslexia teacher *Faculty	September 2023-August 2024	*Local Funds *Title 1 Funds *SCE Funds	*Lexia progress report *Reading by Design program and progress monitoring
H. Highly qualified ESL certified teachers in reading/ELA will use staff development opportunities to maintain certification to meet the varied needs of ELL students in an inclusive classroom environment.		*Faculty *Principal	September 2023-August 2024	*Local Funds *Title 1 Funds *SCE Funds	*Training certificates



I. Nazareth ISD will initiate an incentive program for reading/ELA staff working with ELL students to add the ESL Endorsement to their teaching credentials/certificate.		*Superintendent *Principal *Counselor *Faculty	September 2023-August 2024	*Local Funds *Title 1 Funds *SCE Funds	*Certification records *Reimbursement/ Incentive
J. 504 Committee will develop accommodations for students who may have temporary or permanent disabilities to meet their varied needs in an inclusive classroom environment.	2.4, 2.6	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/5/2024</li> <li>5/16/2024</li> </ul>	*Local Funds *Title 1 Funds *SCE Funds	*Six weeks grades *Benchmark results *RtI data *Committee recommendation
K. Students “at-risk” of dropping out of school will be identified and individualized intervention strategies will be developed to meet their varied needs in an inclusive classroom environment.	2.6 <b>3.g.1</b>	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/5/2024</li> <li>5/16/2024</li> </ul>	*Local Funds *Title 1 Funds *SCE Funds	*Attendance records *Opportunity to make up missed credits to graduate
L. Nazareth ISD will provide access to Istation (grades 3-8) to prepare them for standardized tests.	2.5	*Faculty *Principal *Technology Coordinator	September 2023-August 2024	* Local Funds *Fund 289 – Small Rural Schools *Title 1 Funds	*Reports generated and student/teacher usage
M. Economically disadvantaged students along with all students will benefit from instructional practices that incorporate technology and graphic organizational tools.	2.4	*Principal *Counselor *Faculty	September 2023-August 2024	*Local Funds *Title 1 Funds *SCE Funds	*1:1 Chromebook accessibility for grades 1-12

N. Provide services and support for students identified as Homeless.	5.f	*Principal *Counselor *Faculty	September 2023-August 2024	*Local Funds *Title I Funds *SCE Funds	*Family Surveys *Initial contact logs

**Objective 2:** Maximize achievement for all students identified as Migrant, so that such students receive full and appropriate opportunities to meet the same challenging state academic content and student achievement standards that all children are expected to meet.

**Summative Evaluation:** *Implement strategies to assist Migrant students in meeting the passing standard on all STAAR-EOC tests.*

Activity/Strategy	Title 1 School- wide Element (#1.1-3.2)	Person(s) Responsible	Timeline			Resources	Formative Evaluation
A. ID&R: Identify and recruit migrant children and youth, including conducting annual residency verification and other Identification and Recruitment (ID&R) activities according to specific timelines, as outlined in the Texas Manual for the Identification and Recruitment of Migrant Students.	2.4	*Migrant Recruiter	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/5/2024</li> <li>5/16/2024</li> </ul>			*Texas Manual for ID&R	*Family Surveys, *Initial Contact Logs, *Certificates of Eligibility, *Recruiter Logs, *NGS Records, *Recruiter Training Certificate
B. NGS: Beginning July 1 through June 30, encode all required data into the New Generation System (NGS or MSIX) and conduct all required activities, as outlined in the Manual for New Generation System (NGS) Data Management Requirements.		*NGS Data Specialist *Migrant Coordinator *Migrant Recruiter *Migrant Counselor *Administrator *Counselor	Progress Review Date: <ul style="list-style-type: none"> <li>9/22/2023</li> <li>11/3/2023</li> <li>12/20/2023</li> <li>2/16/2024</li> <li>4/5/2024</li> <li>5/16/2024</li> </ul>			*Texas Manual for NGS	*NGS Reports and Records

C. Migrant Services Coordination: Within the first grading period of the school year that the child who is eligible for migrant services is in the district, (1) determine individual needs for instructional and support services, (2) identify available resources and make referrals to address said needs, such as tutoring, WIC, HEP, dropout prevention program, (3) coordinate with entities to ensure that the child has access to the appropriate services, and (4) follow up to monitor and document progress.	2.6	*Migrant Coordinator *Migrant Recruiter *Migrant Counselor *Administrator *Counselor	Progress Review Date: <ul style="list-style-type: none"> <li>• 9/22/2023</li> <li>• 11/3/2023</li> <li>• 12/20/2023</li> <li>• 2/16/2024</li> <li>• 4/5/2024</li> <li>• 5/16/2024</li> </ul>				*Student Performance Log *Copies of referral letters *NGS Supplemental Program Services Report
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**Goal 7: Promote active citizenry through service and extracurricular involvement.**

**Objective 1:** By May 2024, at least 90% of all students will participate in at least one service project and/or extracurricular activity

**Summative Evaluation:** *90% of all students will participate in at least one service project and/or extracurricular activity.*

Activity/Strategy	Title 1 School-wide Element (#1.1-3.2)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
A. The district will promote student involvement in community holiday programs (e.g. Veteran’s Day, Christmas, etc.)		*Principal *Teachers *Aides *Student body	August 2023— May 2024	*Local Funds *Activity Funds	Student surveys
B. Student groups and organizations will actively support the local food bank and other local/area entities as needs arise		*Austin Heck & FFA *Nikki Wethington & FOR Club *Student body	August 2023— May 2024	*Activity Funds	Student surveys Community surveys
C. Nazareth School will prepare with voracity and perform with intensity for all extracurricular competitions	3.g.1	*Coaches *Sponsors *Student body	August 2023— July 2024	*Local Funds *Activity Funds	Awards Titles Lone Star Cup
D. Seniors will partner with Kindergarten for the 100th day celebration		*Taryn Keeter *Senior class	January 2023— February 2024	*Local Funds	Student surveys
E. Nazareth students will support each other to help maintain school spirit to foster a campus culture of family		*Cheerleaders *Student body *Local businesses	August 2023— May 2024	*Local Funds *Activity Funds	Student surveys School Spirit
F. Student groups will volunteer to help with school and community events		*Coaches *Sponsors *Student body	August 2023— May 2024	*Activity Funds	Student surveys Community surveys


