



Nazareth ISD District/Campus Improvement Plan

2020-2022

December 9, 2020

Date of School 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 2020-2022

Name	Position Parent, Business, Community, Teacher, etc	Term Begin/End Date
Kimberlin White	Special Populations	08/20-08/22
Cindy Huseman	Secondary English/Journalism	08/20-08/22
Dana Stanfield	Secondary/CTE	08/20-08/22
Austin Heck	Secondary/CTE	08/20-08/22
Heather Birkenfeld	Secondary/CTE	08/20-08/22
	Elementary	08/20-08/22
Dr. Kara Sue Garlitz	Superintendent	Continuing
Robert O'Connor	Principal	Continuing
Nikki Wethington	Counselor/Title 1	Continuing
Marsha Pohlmeier	Business Representative	08/20-08/22
Celina Brockman	Parent	08/20-08/22
Bhaskar Adusupalli	Community Representative	Continuing
Tracy Ramsey	Parent	08/20-08/22
Mackenzie Teal	Community Representative	08/20-08/22

DIP Goal 1: Academic and Physical Fitness Standards

Sheryl Damron, Eric Schilling, Brenda Schulte, Katie McCamish and Lindsey Brockman

DIP Goal 2: Excellent Educators and Staff for All

Robert O'Connor, Scout Teal, Stephanie Demoss, Gayle Quigley, and Taylor Schulte

DIP Goal 3: Safe and Drug Free Learning Environment

Carolyn Wilhelm, Macee Huseman, Krislyn Harkins and Kristin Braddock

DIP Goal 4: Transitions, Career & Technological Future

Dana Stanfield, Heather Birkenfeld, Nicole Schulte, Lydia Schacher, and Austin Heck

DIP Goal 5: Partners with Parents and Community Members

Nikki Wethington, Missy Kleman and Jane Gerber

DIP Goal 6: Supporting Unique Needs of Students

Cindy Huseman, Kimberlin White, Ann Nelson, Steven Moore, and Whitney Tomblin

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

NEW GOAL FOR 2020—Professional Staff and Paraprofessionals as a whole

Comprehensive Needs Assessment

A Comprehensive Needs Assessment was conducted with the Staff on August 11th, 2020.

Summary of Findings

Prioritized Areas of Concern	
Areas of Concern	Data Source
Need to increase interventions in the classroom	<i>State Accountability 2019 BOY Assessments 2020 Anecdotal Information</i>
Need to strengthen use of tutorials	<i>State Accountability 2019 BOY Assessments 2020 Anecdotal Information</i>
Continue to strengthen CTE programs	<i>State Accountability 2019 Carl Perkins CTE Needs Assessment</i>
Continue growth of integration of technology, especially for the lower grades because of possibility of remote instruction due to COVID-19	<i>State Accountability 2019 Anecdotal Information</i>
Explore training opportunities for teachers in balancing simultaneous in-person and remote instruction	<i>Anecdotal Information</i>

Three Elements of a Title I, Part A, Schoolwide Program

Element 1 Comprehensive Needs Assessment (CNA) Sec. 1114(b)(6)-

1.1 The Title I, Part A Campus Improvement Plan is based on a comprehensive needs assessment of the entire school that takes into account information of children in relation to the challenging State academic standards, particularly the needs of those children who are failing, or are at-risk of failing, to meet the challenging State Academic standards and any other factors as determined by the Local Educational Agency (LEA).

The comprehensive needs assessment is the centerpiece of the planning process and is the driving force most impacting the district and campus improvement plans. Using internal and external data assists the planning team in developing its vision of the future in a systematic effort to acquire an accurate, thorough picture of the school district. The comprehensive needs assessment should identify the strengths and areas in need of improvement by examining student performance, staff and curriculum objectives, parent and community involvement, and campus facilities.

Element 2 District Improvement Plan Requirement (DIP)

Schoolwide Plan Development Sec. 1114(b)(1-5)

2.1 The DIP is developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, other school leaders, paraprofessionals present in the school, administrators (including administrators of programs described in other parts of this title), the local educational agency, to the extent feasible, and if appropriate, specialized instructional support personnel, technical assistance providers, school staff, if the plan relates to a secondary school, students, and other individuals determined by the school.

2.2 The DIP remains in effect for the duration of the school's participation under this part, except that the plan and its implementation shall be regularly monitored and revised as necessary based on student needs to ensure that all students are provided opportunities to meet the challenging State academic standards.

2.3 The DIP is available to the LEA, parents, and the public, and the information contained in such plan shall be in an understandable and uniform format and, to the extent practicable, provided in a language that the parents can understand.

Schoolwide Reform Strategies Sec. 1114(b)(7)(A)(i-iii)

2.4 Schoolwide Reform Strategies that the school will be implementing to address school needs, including a description of how such strategies :

i. Will provide opportunities for all children, including each of the subgroups of students (economically disadvantaged students, students from major racial and ethnic groups, children with disabilities, and English learners [Sec 1111(c)(2)]) to meet the challenging State academic standards

2.5 Will use methods and instructional strategies that strengthen the academic program in the school, increase the amount and quality of learning time, and help provide an enriched and accelerated curriculum, which may include programs, activities, and courses necessary to provide a well-rounded education.

2.6 Will address the needs of all students in the school, but particularly the needs of those at risk of not meeting the challenging State academic standards.

Element 3 Parent and Family Engagement

Parent and Family Engagement Sec. 1116(a)(2) and Sec. 1116(2)(c)(2)

3.1 Campuses shall jointly develop with, and distribute to, parents and family members of participating children a written parent and family engagement policy, agreed on by such parents, that shall describe the means for carrying out the following requirements. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. The policy shall be made available to the local community and updated periodically to meet the changing needs of parents and the school.

3.2 Campuses shall offer a flexible number of meetings, such as meetings in the morning or evening, and may provide, with funds provided by Title I, Part A, transportation, child care, or home visits, as such services related to parental involvement.

The comprehensive, intensive, accelerated instruction (AI) program at this district/campus... *consists of before school and after school tutorials for students at-risk as well as tutorial periods that are scheduled during the school day.*

Upon evaluation of the effectiveness of this program the committee finds that... *more emphasis needs to be placed on interventions in the classroom (AI – Accelerated Instruction plans)*

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**

Federal, State and Local Funding Sources

Federal funding sources that will be integrated and coordinated with State and Local funds to meet the needs of all students

Program/Funding Source
Federal Programs
Title 1, Part A
Title I, Part C (Migrant)
Title II, Part A (TPTR)
Title II, Part D (Technology)
Title IV, Part A
Carl Perkins
State Programs/Funding Source
State Compensatory Education
Accelerated Reading Instruction Funds
Career/Technology Education
ESL Program
Dyslexia
Gifted/Talented
Migrant Students
Local Programs/Funding Source
Local Property Taxes
Student Activity Accounts

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 2022, 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)	Person(s) Responsible	Timeline	Resources	Formative Evaluation
Provide training and time to disaggregate student data by all subgroups to identify strengths, areas of concern and decipher probable causal factors using DMAC	1.1, 2.2, 2.4, 2.6	*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">9/27/202011/8/202012/20/20202/14/20214/3/20215/22/2021	*Data Collection Sheets	*Benchmark * STAAR & EOC *AEIS indicators *Report card grades
Utilize Thematic Teaching Techniques to emphasize the importance of an integrated curriculum (mainly Elementary)	2.5	*School administrator *Classroom teachers	Progress Review Date: <ul style="list-style-type: none">9/27/202011/8/202012/20/20202/14/20214/3/20215/22/2021	*Data Collection Sheets	*Meeting dates *Progress reports *Report card grades
Benchmark testing (or 6 weeks tests) will be utilized to provide feedback on student progress and achievement	2.2	*School administrator	Progress Review Date: <ul style="list-style-type: none">9/27/202011/8/202012/20/20202/14/20214/3/20215/22/2021	*Class time	*Benchmark scores * STAAR and EOC scores *AEIS indicators
Provide education to special education and Section 504 students in the general education classroom through the inclusion process.	2.4	*School administrator *Classroom teachers *Inclusion Aides	Progress Review Date: <ul style="list-style-type: none">9/27/202011/8/2020	*Class time *SpEd Funds *SCE Funds \$16,920	*Benchmark scores * STAAR and

			<ul style="list-style-type: none"> • 12/20/2020 • 2/14/2021 • 4/3/2021 • 5/22/2021 		EOC scores *AEIS indicators
AI (Accelerated Instruction) plans will be utilized to improve STAAR/EOC scores and overall student performance. Computer programs like Study Island, iStation and A/R will help us meet these student needs.	2.5	*Campus administrators *Highly certified educators	Progress Review Date: <ul style="list-style-type: none"> • 9/27/2020 • 11/8/2020 • 12/20/2020 • 2/14/2021 • 4/3/2021 • 5/22/2021 	*Faculty time *Data Collection Sheets *Paraprofessional support *STAAR, EOC, & TAKS remediation classes *Tutorials *Federal Funds (211, 270) *Migrant funds	*Benchmark scores * STAAR and EOC scores *AEIS indicators
Nazareth ISD will provide extra assistance to struggling students through morning tutorials (8:54-9:18 am) on Monday through Friday.	2.6	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"> • 9/27/2020 • 11/8/2020 • 12/20/2020 • 2/14/2021 • 4/3/2021 • 5/22/2021 	*Special Ed Funds *Region 16 *Title 1 Funds *SCE Funds \$43,347	*3-week progress reports *Six weeks grades *Benchmark results --Elementary *I-Station monthly reports
PE teachers actively use activities as formative assessments throughout the school year to prepare students for the FITNESSGRAM Assessment		*AD *Coaches	Progress Review Date: <ul style="list-style-type: none"> • 2/14/2021 • 4/3/2021 • 5/22/2021 	*FITNESSGRAM DVD *Test Administration Manual	*Benchmark performances
Provide Title I classroom where students can come for extra help, accommodations, academic supports		*Nikki Wethington *Stephanie DeMoss	Progress Review Date: <ul style="list-style-type: none"> • 9/27/2020 • 11/8/2020 	*Title I Funds \$17,800 *SCE Funds \$16,920 *Local Funds	*3-week progress reports

			<ul style="list-style-type: none"> • 12/20/2020 • 2/14/2021 • 4/3/2021 5/22/2021		*Six weeks grades *Benchmark results

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 2020-2021	% 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
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
Provide above base pay to all certified teachers that are working full-time in the district.		*Superintendent	*August 2021	*Local Funds *State Funds	*100% core academic classes taught by certified teachers, 100% paraprofessional meet ESSA requirements
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.
Survey student and staff technology needs through the year.		*Principal *Technology Committee	*Spring 2021	*Local Funds *State Funds	*A copy of the survey will be reviewed by the Technology Committee.

District will maintain Professional Development Services Contract with Region 16 to ensure high effectiveness in all areas of education.		*Superintendent	*August 2020 *May 2020	*Local Funds *State Funds	* STAAR scores and TTESS evaluations will be monitored annually as a measure of staff expertise.
District will actively seek professional development from providers other than Region 16		*Principal	*August 2020 *May 2020	*Local Funds *State Funds	* STAAR scores and TTESS evaluations will be monitored annually as a measure of staff expertise.
District will actively seek professional development opportunities for a teacher in the area of dyslexia to assist with dyslexia services along with the Title I Counselor, who also serves as Dyslexia Teacher.		*Principal *Counselor *Region 16 *Carolyn Wilhelm	*September 2020-May 2020	*Local Funds *State Funds	*More people trained to assist, teach, and support our students identified to receive services through the dyslexia program
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	*September 2020- August 2021	*Local Funds	*Ongoing maintenance issues and upkeep records *Housing surveys
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 2020— July 2021	*Title I Funds \$8554	*Bi-annual meetings

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
Provide information about bullying and date violence to students and parents including communication avenues when incidences arise		*Principal *Counselor	*Monitor: End of school year	*State Funds *Local Funds	*Education per assembly, literature, and/or classroom intervention *STOP IT ap
Provide information to students, parents, and staff about inappropriate texting and social networking and the consequences for these behaviors.		*Principal *Counselor	*Monitor: End of school year	*State Funds *Local Funds	*Education per assembly, literature, and/or classroom intervention
Educate students of the harmful effects of drug, alcohol (binge drinking), and tobacco use/abuse.		*Principal *Counselor	*Monitor: End of first semester *Oct 2020 *Sept 30-Oct 4, 2020	*State Funds *Local Funds	*Red Ribbon Week *Student participation *Homecoming Week *Assembly-Drug Free Program

Provide students with the education and skills to make lifelong positive decisions in school and future lives.		*Principal *Counselor	*Monitor: End of school year	*Local Funds *Donations	*Rachel's Challenge *FOR Club
Provide P.A.P.A training for secondary students.		*Counselor	10 days of class time	*Local Funds *State Funds	*Incorporate into PBMF curriculum to focus on parenting and paternity awareness
Provide Reach for Greatness training for secondary students		*Community Volunteers	Several days of class time		*Once a month during 7 th Careers/Health
Provide for the safety, security, care and well-being through student services including, but not limited to counseling, nursing, food service, transportation, and janitorial.		*Superintendent *Principal *Counselor *Nurse *Support Services	*Sept 2020— *May 2020	*Local Funds *State Funds *Federal Funds	
With COVID-19, additional protocols will be implemented and taught to provide for a safe learning environment		*Superintendent *Entire Staff	August 2020- May 2020	*Local Funds *ESSER Funds	

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
Provide orientation for incoming Pre-K, Kindergarten and 6 th grade students		*Teachers *Principal	*August 2020 *May 2021	*Class schedule *School tour	*Successful class transitioning
Increase communication with parents utilizing all available media and other mediums	2.3, 3.1	*District *Administrators *Teachers	*August 2020-May 2021	*All forms of media: Facebook, web page with translation capability, church bulletin, newspaper, events, parent/teacher conferences, “Remind” Messaging, Twitter	*School calendar *Mail outs, flyers, memos, etc. *Community comments *District Improvement Plan *Parent Involvement Policy
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
Provide hands-on opportunities for all teachers and students in computer and technology usage including smart boards, laptop/Chromebook carts in every elementary classroom, and 1:1 Chromebooks in 5 th - 12th Grade.		*Teachers *Principal	*September 1, 2020	*Local Funds *Title 1 and IDEA funds (Regular and Stimulus dollars *Fund 289 – Small Rural Schools	*Technology expenditures *District Improvement plan *Lesson plans *Student achievement
The part-time technology coordinator will provide technical support and serve as a liaison between Nazareth ISD and Region 16		*Administration *Technology Coordinator	August 2020 - May 2021	*Local Funds	
Provide and develop proven instructional methods for computer and technology usage.	2.5	*Teachers *Principal	*August 2020 - May 2021	*Workshops	*Campus plans *Lesson plans *Student achievement *Staff Development
Continue to add high school courses that incorporate more CTE, on-line, and dual credit classes. DC currently offered - U.S History, Economics, English, Government, Statistics and Calculus, Psychology, Medical Terminology, Diet and Nutrition	2.5	*Teachers *Principal *Counselor	By May 2021	*Local Funds *Carl Perkins	*Technology budget *Campus improvement plan *Lesson plans *Student achievement

Continue to build the Culinary Arts and Engineering CTE courses. Also included are student certifications in CTE that are on the A-F Rating.		*Teachers *Principal *Counselor	By May 2021	*Local Funds *Carl Perkins *199 Funds	*Certification Exams *Campus Improvement Plan *Student achievement *Technology budget

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

Objective 1: By the end of 2021, 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
Utilize counselor, administrators, faculty, and clergy to work with all students/families and serve as a liaison between the home, school and community agencies		*Father Bhaskar Adusupalli & Staff *Counselor *Faculty *District Administrators *Hospital, Clinics, EMS, Home/School	*August 2020 – May 2021	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
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, gingerbread houses, pumpkin bread)	3.1 3.2	*Counselor *Faculty *District Administrators	*Open House August 17, 2020 *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

Increase communication with community utilizing all media and other mediums (Paw prints, paper, church bulletins, school website, Remind 101, county newspaper, Facebook, Channel 4, 7, 10)	3.2	*Counselor *Faculty *District Administrators *Technology Coordinator	*August 2020-May 2021	All forms of media: Webpage, newspaper, Events, Parent/teacher conferences, Home and school meetings, teacher letters to parents, email from community leaders, Remind 101, administrators, teachers, Facebook	*Increased academic achievement among all students and increased participation among all parents
Meet the Teacher/Open House before school starts. Go through a typical school day overview.	3.2	*Faculty	August 17, 2020	Notification - Webpage, newspaper, letters sent to youngest in family, postcards to elementary, Remind 101, Facebook, etc.	*Teacher sign-in showing participation. *Smoother first day transition *Opportunity to drop school supplies for elementary students
Provide translator, upon request, for all academic activities when parent(s) are attending	3.1	*Administrator	August 2020- May 2021	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
NISD will maintain and make improvements on the school facilities as a covenant of our stewardship entrusted to us by the community		*Superintendent *Maintenance *Custodians	August 2020-August 2021	*Local Funds	*Facilities are in good repair *

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
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">9/27/202011/8/202012/20/20202/14/20214/3/20215/22/2021	*Special Ed Funds *Region 16 *Title 1 Funds *State Comp Ed Funds	*Six weeks grades *Benchmark results
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">9/27/202011/8/202012/20/20202/14/20214/3/20215/22/2021	Special Ed Funds *Region 16 *Title 1 Funds *State Comp Ed Funds	*Six weeks grades *Benchmark results
Nazareth ISD will provide extra assistance to struggling students through morning tutorials (8:54-9:18 am) on Monday through Friday.	2.6	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none">9/27/202011/8/202012/20/20202/14/20214/3/20215/22/2021	*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

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	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"> 9/27/2020 11/8/2020 12/20/2020 2/14/2021 4/3/2021 5/22/2021 	*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
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	*Principal *Teachers *Faculty	August 2020-May 2021	*Local Funds	*GT students offered opportunity to work with other GT students or independently in the classroom
Nazareth ISD teaching staff will acquire annual 6 hour GT update to meet the varied needs of GT students in an inclusive classroom environment.		*Faculty *Principal	September 2020-August 2021	*Local Funds *State Funds	*Training certificates
Students identified with Dyslexia will be served to address their individual and varied needs.	2.4	*Principal *Counselor *Faculty	September 2020-August 2021	*Local Funds *Title 1 Funds *SCE Funds	*Lexia progress report *Reading by Design program and progress monitoring
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 2020-August 2021	*Local Funds *Title 1 Funds *SCE Funds	*Training certificates

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 2020-August 2021	*Local Funds *Title 1 Funds *SCE Funds	*Certification records *Reimbursement/ Incentive
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"> 9/27/2020 11/8/2020 12/20/2020 2/14/2021 4/3/2021 5/22/2021 	*Local Funds *Title 1 Funds *SCE Funds	*Six weeks grades *Benchmark results *RtI data *Committee recommendation
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	*Principal *Counselor *Faculty	Progress Review Date: <ul style="list-style-type: none"> 9/27/2020 11/8/2020 12/20/2020 2/14/2021 4/3/2021 5/22/2021 	*Local Funds *Title 1 Funds *SCE Funds	*Attendance records *Opportunity to make up missed credits to graduate
Nazareth ISD will provide access to Study Island and Istation (grades 3-8) to prepare them for standardized tests.	2.5	*Faculty *Principal *Technology Coordinator	September 2020-August 2021	* Local Funds *Fund 289 – Small Rural Schools *Title 1 Funds	*Reports generated and student/teacher usage
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 2020-August 2021	*Local Funds *Title 1 Funds *SCE Funds	*1:1 Chromebook accessibility for grades 5-12

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
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"> 9/27/2020 11/8/2020 12/20/2020 2/14/2021 4/3/2021 5/22/2021 			*Texas Manual for ID&R	*Family Surveys, *Initial Contact Logs, *Certificates of Eligibility, *Recruiter Logs, *NGS Records, *Recruiter Training Certificate
NGS: Beginning July 1 through June 30, encode all required data into the New Generation System (NGS) and conduct all required activities, as outlined in the Manual for New Generation System (NGS) Data Management		*NGS Data Specialist *Migrant Coordinator *Migrant Recruiter *Migrant Counselor *Administrator *Counselor	Progress Review Date: <ul style="list-style-type: none"> 9/27/2020 11/8/2020 12/20/2020 2/14/2021 4/3/2021 5/22/2021 			*Texas Manual for NGS	*NGS Reports and Records

Requirements.							
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"> • 9/27/2020 • 11/8/2020 • 12/20/2020 • 2/14/2021 • 4/3/2021 • 5/22/2021 				*Student Performance Log *Copies of referral letters *NGS Supplemental Program Services Report

Goal 7: Promote active citizenry through service and extracurricular involvement.

Objective: By May 2021, 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
The district will promote student involvement in community holiday programs (e.g. Veteran's Day, Christmas, etc.)		*Principal *Teachers *Aides *Student body	August 2020— May 2021	*Local Funds *Activity Funds	Student surveys
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 2020— May 2021	*Activity Funds	Student surveys Community surveys
Nazareth School will prepare with voracity and perform with intensity for all extracurricular competitions		*Coaches *Sponsors *Student body	August 2020— July 2021	*Local Funds *Activity Funds	Awards Titles Texas Cup
Seniors will partner with Kindergarten for the 100th day celebration		*Nicole Schulte *Senior class	January 2020— February 2021	*Local Funds	Student surveys
Nazareth students will support each other to help maintain school spirit to foster a campus culture of family		*Cheerleaders *Student body	August 2020— May 2021	*Local Funds *Activity Funds	Student surveys School Spirit
Student groups will volunteer to help with school and community events		*Coaches *Sponsors *Student body	August 2020— May 2021	*Activity Funds	Student surveys Community surveys

NISD will livestream the home basketball games during COVID-19 with our limited gym capacity		*Principal *Coaches *K'Lynn Gerber *Brenda Schulte	November 2020— February 2021	*Local Funds	