

# Fort Worth Independent School District 2020-2021 Campus Improvement Plan

**Principal:** Martinez, Antonio

**Campus Name:** 008 - North Side HS

**Executive Director:** Miguel Elizondo

## Fort Worth ISD Mission Statement

*Preparing ALL students for success in college, career, and community leadership.*

### Vision

*Igniting in Every Child a Passion for Learning*

### Student Outcome Goals

**Early Literacy** - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2021.

**Middle Grade Math** - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2021.

**College and Career Readiness** - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2021.

### School Profile

#### Student Enrollment by Program

Attendance Rate: 63.64  
Special Education: 10.4  
Dual Language/ESL: 20  
Gifted and Talented: 14.6

Career and Technology: 84.9  
Percentage of at-risk students: 69.2  
Percentage of English Language (EL) students: 20.9  
Percentage of economically disadvantage students: 93.5

### 2020-2021 Campus Site-Based Committee

Name	Role
Antonio Martinez	Principal
Elida Flores	Campus Non-Teacher Professional
Ernie Gomez	Community Representative
Jessie Rios	Community Representative
Vanessa Ruiz	Parent
Erika Barboza	Parent
Tim Yochum	Business Representative
Eliza Salazar	Business Representative
Monita Sharpe	Teacher
Craig Velez	Teacher
Jennifer Nicholson	Teacher
Melinda Brock	Teacher
Chad Davis	District Level Staff
Rosalinda Martinez	Parent

### Accountability Summary

Visit [Txschools.org](http://Txschools.org) for an overview of the State Accountability Systems and school profile for North Side HS. The 85th Texas Legislation passed House Bill (HB) 22, establishing three domains for measuring performance of campuses:

Beginning with 2021-2022, campuses will receive a rating of **A-F** for overall performance, as well as performance in each domain.

[Click here for the TEA Accountability Resource Page](#)

State Accountability Ratings by Domain	Overall Performance Accountability Rating
Domain 1: <b>Student Achievement</b> 70	77 - C
Domain 2: <b>School Progress</b> 80	
Domain 3: <b>Closing The Gaps</b> 71	

#### Campus Distinction Designations

Academic Achievement in Mathematics: 1	Postsecondary Readiness: 0
Academic Achievement in Science: 1	Top 25 Percent: Comparative Closing the Gaps: 0
Academic Achievemnt in English Language Arts/Reading: 0	
Top 25 Percent: Comparative Academic Growth: 0	

### Campus Assurances and Certification for the 2020-2021 School Year

I certify acceptance and compliance with all provisions set forth by:

- Yes the Fort Worth ISD School Board;
- Yes the Texas Education Code;
- Yes Title I, Part A; and
- No Turnaround Plans

[Click here to see the full Guide to Campus Assurances](#)

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

# Comprehensive Needs Assessment Summary for 2020-2021

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weaknesses?	Priorities Three to five needs that require intervention. Needs should be prioritized to create the greatest impact.
<b>Demographics</b>	<ol style="list-style-type: none"> <li>Consistency in population demographics</li> <li>High retention rate from feeder schools</li> <li></li> </ol>	<ol style="list-style-type: none"> <li>All students not mastering state assessment standards especially LEP and SPED</li> <li>Although we retain students from our feeder schools many achieve at lower academic levels</li> <li></li> </ol>	<ol style="list-style-type: none"> <li>1. Provide PD teacher growth through online content, conferences, and contracts with outside agencies to provide development focusing on student engagement.</li> <li>2. Target students who need more classroom interventions with supplies for each subject area</li> <li>3. Offer college and career coach, teacher assistants, attendance tracker, and tutor for interventions</li> <li>4. Compensation for teachers to provide extended learning opportunities</li> <li>5. When funds are limited supplement Index 4 activities</li> </ol>
<b>Student Achievement</b>	<ol style="list-style-type: none"> <li>Students willingness to participate in enrichment activities</li> <li>Increase in the number of students seeking post secondary education</li> <li>State assessment scores have shown an overall increase</li> </ol>	<ol style="list-style-type: none"> <li>Programs to assist students outside the traditional school day</li> <li>Additional support staff available to students during the school day</li> <li>Increase student grades and passing rates</li> </ol>	
<b>School Culture and Climate</b>	<ol style="list-style-type: none"> <li>Student groups for students in need</li> <li>Extend learning opportunities</li> <li>Family atmosphere</li> </ol>	<ol style="list-style-type: none"> <li>Finding creative ways to celebrate student achievements and reward their efforts</li> <li>Getting students to take ownership and responsibility for learning</li> <li></li> </ol>	
<b>Staff Quality/ Professional Development</b>	<ol style="list-style-type: none"> <li>Strategically place staff in areas of student need</li> <li>Increasing the level of curriculum delivery in every class</li> <li></li> </ol>	<ol style="list-style-type: none"> <li>Increase staff PD</li> <li>Increase the achievement rates for LEP and SPED students</li> <li>Increase student engagement to improve curriculum delivery leading to increase in student achievement</li> </ol>	
<b>Curriculum, Instruction, and Assessment</b>	<ol style="list-style-type: none"> <li>Staff willingness to provide extended learning opportunities</li> <li>A growing strength of common content planning</li> <li>Increase certifications in CTE classes</li> </ol>	<ol style="list-style-type: none"> <li>Cross curricular activities, instructional planning during the school day, update instructional aids and materials</li> <li>Increase standardized test scores (PSAT/SAT/ACT/TSI)SA</li> <li>Funds for meeting components of Index 4</li> </ol>	
<b>Family and Community Involvement</b>	<ol style="list-style-type: none"> <li>Increased levels of parental support</li> <li>Bilingual accessibility</li> <li>Variety of programs of choice</li> </ol>	<ol style="list-style-type: none"> <li>Parent/family activities</li> <li>Parents as mentors and business partnerships</li> <li>Advertisements and incentives for events</li> </ol>	
<b>School Context and Organization</b>	<ol style="list-style-type: none"> <li>Willing faculty/staff to assist as needed</li> <li></li> <li></li> </ol>	<ol style="list-style-type: none"> <li>Support for future items staff members indicate are needs</li> <li>Site licenses for digital applications</li> <li></li> </ol>	

# Academic Excellence Goals

## Fort Worth Independent School District 2020-2021 Academic Excellence Goals Action Plan

Campus Name: 008 - North Side HS

Principal: Martinez, Antonio

Executive Director: Miguel Elizondo

SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	CCMR - Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by August 2024.	--	95.10	--		

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	By the time students graduate, 95% of the students will have been given the opportunity of at least two college visit experiences.	Organize transportation and lodging for college trips.	Student Support Services	5/26/2021	Title I	10,000	On Target	Give students opportunities to visit universities they are interested in attending by May 2021.
2 Title I	100% of eligible seniors will apply for FAFSA/TAFA.	1.Workshops will be conducted for students and their families to receive assistance with understanding and completing FAFSA and TASFA 2.Go Center will have a schedule to meet with each senior once a month to help them with their college entrance process. 3.Purchase snacks. 4.Purchase supplies.	Student Support Services	5/26/2021	Title I	5,000	On Target	Assist students to be college ready in regards to their financial aid.
3 Title I	All students will have the opportunity to take On Ramps classes to receive college credit.	1.Select students for On Ramps classes. 2.Provide laptops for On Ramps students. 3.Provide training for On Ramps teachers.	Other	5/26/2021	Gifted & Talented	1,000	On Target	Students who are successful in On Ramps classes will graduate with college credit
4 Title I	1.Students will have the opportunity to take the PSAT/SAT/ACT during the school day. 2.75% of students from Cohort 1 and 2 will test. 3.School will be set up as a SAT testing site.	1.Select coordinator for SAT testing site days. 2.Coordinator will design SAT tutoring schedule and set up students to test on SAT days.	Other	5/26/2021	Gifted & Talented	1,301	On Target	Students who take the SAT/ACT on campus will have scores to assist them with applying to college.
5 Title I	Provide each student with a planner by October 2020 to help reinforce organizational skills.	Designated days to go over planner use.	Principal	1/26/2021	Title I	5,500	On Target	Increase student organization so that they are successful in high school and prepared for college.

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

#### BOY Status:

Principal Evidence: Schedule with Post Secondary Success Specialist and Go Center on meeting with each senior monthly and a checklist for them in preparing for college  
College visit calendar prepared by counseling department  
Dates set for parent information nights for college applications, scholarships, FAFSA, etc  
On Ramps and Dual Credit courses monitored by semester  
Report of TSI scores

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Mission Goals

## Fort Worth Independent School District 2020-2021 Mission Goals Action Plan

Campus Name: 008 - North Side HS

Principal: Martinez, Antonio

Executive Director: Miguel Elizondo

SMART Goals	Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)	Baseline (BOY)	to Target	by Deadline
	Percent of students at grade level or above in Math will increase from	75	78	EOY
	Percent of students at grade level or above in Reading will increase from	47	50	EOY
	Percent of students on or above level in CCMR will increase from	40	50	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	By May 2021, increase Eng 1 and Eng 2 scores by 5% by focusing on individual student needs grouping students per their need areas.	<ol style="list-style-type: none"> <li>1.Student will be grouped according to area of need.</li> <li>2.Go Formative and Newsie lessons in science and math classes to support reading.</li> <li>3.Cross curricular calendar made monthly by instructional specialist to support the needs of Eng 1.</li> <li>4.Cross curricular activity in all core subjects once a week.</li> <li>5.Hire Title 1 Teacher Assistants to give individualized instruction in EOC areas.</li> </ol>	Teacher(s)	5/26/2021	Title I	126,000	Below Target	Working with students in small groups will give them more individual instruction to help them master skills in areas they are currently below grade level.
2 Title I	During school and after school activities to support weekly goals and relate material to real world situations.	<ol style="list-style-type: none"> <li>1.Extra duty pay for teachers who tutoring after school, Saturdays, and summer</li> <li>2.Parent meetings on STAAR progress.</li> </ol>	Teacher(s)	5/26/2021	Title I	57,000	Below Target	Connecting skills taught to real world situations helps students grasp concepts that they may struggle with and increase their knowledge to at or above grade level.
3 Title I	Disaggregate all student data to help increase teacher lead remediation for students to improve on EOC by May 2021.	<ol style="list-style-type: none"> <li>1.Hire data analyst.</li> <li>2.Identify all student needs.</li> </ol>	Principal	5/17/2021	Title I	79,611	On Target	Breaking down student data will help teachers and students where they need to focus to improve knowledge and scores.
4 Title I	Tutoring will be provided for all students throughout the year who are not performing at grade level or above.	<ol style="list-style-type: none"> <li>1.Produce goal setting sheets for all students.</li> <li>2.Purchase general supplies in all subject areas to facilitate tutoring</li> <li>3.Hire tutors.</li> <li>4. Extra Duty pay for teachers and teacher assistants.</li> </ol>	Instructional Leadership	5/26/2021	Title I	44,828	Below Target	Individual tutoring will help students to increase knowledge and perform at or above grade level.
5 Title I	Target Special Education students for additional support.	<ol style="list-style-type: none"> <li>1.Hire Instructional coach.</li> <li>2.Provide additional training.</li> <li>3.Provide additional class support.</li> </ol>	Instructional Leadership	5/26/2021	Title I	79,611	Below Target	Extra training and support from the instructional coach with increase teacher knowledge when assisting students with IEPs.

6	Title I	Provide STAAR pull out days for 100% of students performing below grade level in order to provide an individualized plan for each student.	Substitutes for teachers to do pull out days .	Principal	5/26/2021	Title I	8,000	Below Target	Setting up one on one time between student and teacher to go over their individualized plan for becoming at or above grade level.
7	Title I	All Eng I and II students not above grade level will be double blocked in Eng/Reading by August 2020.	1.Hire Data Analyst to identify students 2.Schedule students below grade level into double block English/Reading classes.	Instructional Leadership	9/1/2020	Local (Basic Allotment)	60,709	Below Target	Double blocking English and Reading will help students to increase knowledge and perform at or above grade level.
8	Title I	Improve Tier 1 instruction by increasing the amount of time students are in reading classes by double blocking reading and English. Provide professional development for all reading teachers.	1.Develop school wide PD plan. 2.Hire ESCs to conduct PD. 3.Send teachers to appropriate PD. 4.Hire additional English teachers.	Instructional Leadership,Other	5/27/2021	Title I	113,000	On Target	Double blocking English and Reading will help students to increase knowledge and perform at or above grade level.
9	Title I	Increase the number of students who take consecutive CTE classes and receive certifications by 10%.	Purchase supplies and technology to assists students.	Instructional Leadership	5/26/2021	CTE	35,637	Below Target	Increase students who leave high school with a certification.
10	Title I	Increase number of students exiting LEP by 3% by May 2021.	1.Hire ESC to provide ESL training to teachers. 2.Identify LEP students.	Instructional Leadership	5/26/2021	Bilingual	2,605	Below Target	Students will be language proficient before leaving high school.
11	Title I	Increase reading in all core classes by 75%.	1.Develop a school wide reading strategy 2.Purchase Go Formative and Newsie 3.Train staff 4.Provide technology and instructional materials for the support of teachers 5.Communicate strategy to all students	Instructional Leadership	4/26/2021	Title I	30,000	Below Target	Students will use online materials to increase their reading scores to at or above grade level.
12	Title I	Reduce the number of students at risk for drop out by May 2021.	1.Identify At-Risk students. 2.Disaggregate data regarding At-Risk students. 3.Provide before, after school tutoring and Saturday school. 4.Purchase supplies to assist students who are At Risk for failing or below grade level.	Principal	5/26/2021	Title I	88,671	Below Target	Increase the amount of individualized attention in the form of tutoring and support services.
13	SPED	Improve reading and math levels of special education students by 5%.	Purchase supplies and materials to assist special education students.	Teacher(s)	4/26/2021	Special Education	18,602	Below Target	Teachers and students will use supplies and materials purchased to help improve visual examples during virtual and in person learning.

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

**BOY Status:**

Principal Evidence: Bi weekly walkthrough  
PLC artifacts looking for improved work each month  
Individualized monthly conferences with students  
Small group activities targeting areas of need  
Improvement in common assessment scores

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

# Learning Environment Goals

## Fort Worth Independent School District 2020-2021 Learning Environment Goals Action Plan

Campus Name: 008 - North Side HS

Principal: Martinez, Antonio

Executive Director: Miguel Elizondo

SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	The customer satisfaction percentage will increase through positive interaction between families from diverse backgrounds and school staff as measured by the Parent Stakeholder Survey from	80	85	EOY
	PBIS - Disproportionate 'Duplicate Incident Referrals', as documented in FWISD Cycle Reports, will decrease in % for target student groups as compared to campus enrollment from	10	5	EOY
	Health Related - (Target 95%) Percentage of all eligible students tested in FitnessGram each year will increase from	95	100	EOY

### Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1 Title I	To have 95% of eligible students Fitness gram test and have scores inputted by given deadline.	Athletic coordinator will get with PE/Athletics/Band/ROTC to make a schedule to ensure all students have a test date and a make up test date.	Teacher(s)	3/26/2021	Title I	2,000	On Target	All eligible students will take the Fitness gram test and all scores will be inputted on time for accurate data purposes by April 2021.
2 Title I	Conduct Title 1 parent meeting during the first semester 2020.	1.Plan parent meeting. 2.Advertise parent meeting. 3.Train parents. 4.Purchase supplies and materials. 5.Purchase snacks.	Instructional Leadership	5/26/2021	Title I	1,000	Below Target	Parents will be aware of Title I and how the funds are used by November 2020.
3 Title I	Provide tutoring for students who are at risk for dropping out by May 2021.	1.Identify At-Risk students. 2.Disaggregate data regarding At-Risk students. 3.Provide before, after school tutoring and Saturday school. 4.Purchase supplies to assist students who are at risk for dropping out and improve academics.	Instructional Leadership	5/26/2021	SCE	17,190	Below Target	Provide more individualized instruction and tutoring for students who are at risk for dropping out.
4 Title I	Provide alternatives to suspension throughout the school year.	1.Identify students in need of Friday night lights. 2.Provide teachers for Friday night lights. 3.Provide healthy snacks	Assistant Principal, Instructional Leadership	6/4/2021	Title I	5,000	On Target	Students will have the opportunity to improve attendance to 90% and increase grades by having the opportunity to have individual instruction time with teachers.
5 Title I	Provide Hope Squad interventions to students throughout the school year.	1.Contract student support services 2.Identify students who need student support services	Student Support Services	5/26/2021	Title I	5000.00	Below Target	Student support services will assist students with social emotional situations..
6 Title I	By May 2021 90% of our parents will have positive interactions with staff.	1.Hire a family communication liaison. 2.Conduct parent meetings to help all questions over virtual and in person learning.	Principal	5/28/2021	Title I	12,000	On Target	Parents will have positive interaction with staff. Parent support will be offered throughout the year.

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)



**BOY Status:**

Principal Evidence: Each administrator will be given the task of checking the FWISD Cycle Report for duplicate referrals and make corrections as needed. Each month throughout the school year the number of duplicate referrals should decrease.

Leadership Feedback:

**MOY Status:**

Principal Evidence:

Leadership Feedback:

**EOY Status:**

Principal Evidence:

Leadership Feedback:

