

**Natalia Independent School District**  
**Natalia High School**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

Natalia High School, in partnership with the community, is committed to providing an educational foundation by mentoring students, enriching relationships, and providing a harmonious environment conducive to life-long growth and learning.

## Vision

Natalia High School is a campus focused on potential. With our focus on growth, we can celebrate past distinctions of achievement as well as future growth toward fulfillment. Developing potential is a process, not a product. Natalia High School is committed to seeking out and growing the very best in each student's intellect and contributions to this community and beyond, with the support of educators, families, and community.

## Value Statement

P-Pride

R-Respect

I-Integrity

D-Determination

E-Excellence

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Natalia High School serves students classified as being in the 9th-12th grade in Natalia ISD.

Current enrollment in 333 consisting of 92 freshmen, 79 sophomores, 82 juniors and 80 seniors.

The ethnic distribution is approximately 84.3% Hispanic, 14.3% White and 1.4% Two or More Races.

Approximately 76.3% are identified as economically disadvantaged and 66.9% are identified as at-risk along with a 4.5% EB population.

2022 accountability ratings

Scaled score of 70 in STAAR performance

Scaled score of 97 in CCMR

Graduation rate of 95.9%

### Demographics Strengths

Student to teacher ratio is lower than state average

Significantly larger number of CTE courses of study than is mandated by the state

Small population allows for the opportunity to provide more targeted intervention and enrichment opportunities

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Implementation of effective interventions has been implemented, however it has been met with scheduling conflicts and continual adjustments were necessary

**Root Cause:** Shifting needs of the students coupled with staffing concerns has limited the ability to fully realize the goals of the system

# Student Achievement

## Student Achievement Summary

EOC 2022 Results

English - 66% approaching, 45% meets, 2% masters

Math - 60% approaching, 15% meets, 4% masters

Science - 83% approaching, 53% meets, 6% masters

Social Studies - 90% approaching, 64% meets, 31% masters

TSIA 2 results, met criteria in math and reading - 50% of graduating seniors

SAT - 31%

IBC - 75%

## Student Achievement Strengths

Staff retention in science and social studies assisted in contributing to higher scores when compared to math and language arts

## Problem Statements Identifying Student Achievement Needs

**Problem Statement 1:** English 1 & 2, Algebra 1 perform lower when compared to other EOCs **Root Cause:** Teacher turnover rate

# School Culture and Climate

## School Culture and Climate Summary

Culture: supportive, collaborative, rooted in both long standing traditions as well as newly adopted traditions born out of necessity to adapt to COVID

Climate: supportive of campus administration and the direction in which the campus has stated is the overall goal

## School Culture and Climate Strengths

Staff is willing to adjust for the needs of the students and to embrace new ideas when presented.

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** Complete fidelity to grading policies **Root Cause:** Staff not fully aware of established grading guidelines as dictated by school board policy, staff handbooks

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Teaching staff are qualified to teach in the subject areas to which they are assigned.

## Staff Quality, Recruitment, and Retention Strengths

Teachers and staff are involved in sponsoring one or more extracurricular clubs.

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1:** Retaining staff in tested subject areas has proven to be a challenge **Root Cause:** Proximity to San Antonio area, difference in compensation when compared to larger school districts, teacher shortage

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Teachers utilize the TEKS Resource System, an online curriculum management system aligned with the Texas Essential Knowledge and Skills (TEKS).

Teachers utilize unit learning plans (in addition to day-to-day plans) in order to focus on the essential learning objectives within a unit of study.

Departments focus on TEKS alignment, assessment data, focused PLC meetings and, full implementation of successful instructional strategies.

## Curriculum, Instruction, and Assessment Strengths

Instructional leadership from principal and assistant principal to enhance and support campus curriculum and instruction.

Use pacing calendar, aligning assessments with academic goals, and data disaggregation to improve student achievement.

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1:** Percentage of students not performing on grade level on state assessments still presents a challenge **Root Cause:** Teachers are not providing consistent instruction to the depth and complexity of the TEKS necessary to increase student performance as a whole.



# Parent and Community Engagement

## Parent and Community Engagement Summary

The staff offers FAFSA assistance nights and individual appointments for completion of FAFSA.

The counselor meets with each student to determine their individual graduation plan, beginning their freshman year.

Students are involved in blood drives, food drives, community service, and community events participation.

Parent contact regarding student attendance, grades, and concerns or celebrations.

Use of social media, including the creation of a campus Instagram account, to communicate with stakeholders.

## Parent and Community Engagement Strengths

Counseling Office constantly updating parent contact information.

Utilization of Twitter, Facebook, Blackboard, and now Instagram to communicate news and upcoming events about Natalia HS to the community.

## Problem Statements Identifying Parent and Community Engagement Needs

**Problem Statement 1:** Low parental involvement in academic events and activities. **Root Cause:** Decrease in parent engagement and outreach possibly linked continuing fallout from COVID-19.

# School Context and Organization

## School Context and Organization Summary

Developing student support through district vision and goals.

Campus focus on college and career and military readiness in support of campus and district identified needs.

The instructional day allows for PLC time.

## School Context and Organization Strengths

Offering individual, family, and group assistance with college and FAFSA applications.

Early College Academy program is in place.

Natalia High School was established as a Texas Success Initiative testing site.

## Problem Statements Identifying School Context and Organization Needs

**Problem Statement 1:** Needs/choices of students is not fully supported by master schedule **Root Cause:** Number of staff capable and constraints created by current teaching assignments does not allow for flexibility within master schedule

# Technology

## Technology Summary

Chrome books are assigned to each student enrolled at high school.

Active Panels in core classes.

Edgenuity is available for credit protection and credit recovery.

Multiple online resources are utilized by staff, particularly Schoology and SSO software for students.

## Technology Strengths

Staff and students are willing to explore and utilize technology for instruction and communication.

## Problem Statements Identifying Technology Needs

**Problem Statement 1:** The technology available is not being utilized to its full potential **Root Cause:** All stakeholders did not ensure that original training was given proper amount of time to ensure successful implementation.

# Priority Problem Statements






# Goals

**Goal 1:** Improve student achievement and performance through the use of high quality instructional materials aligned to best instructional practices and assessments.

**Performance Objective 1:** Improve instructional programs and practices ensuring all students meet or exceed grade level with an emphasis on subpopulations.

**Evaluation Data Sources:** increase in academic performance of students, with a focus on special populations, as measured by formative assessments, classroom grades and STAAR related assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide instructional coaching for all teachers through PLC/Data Dig meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student performance</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, C&amp;I</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levels:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement process for conducting walkthroughs that provide constructive feedback to increase quality of instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in quality of instruction and fostering an environment of reflective instructional practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>





Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide resources and training to support teachers in servicing special populations</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in the academic performance of students identified as special populations.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and C&amp;I</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199-Local - \$1,517</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide instructional program for students to recover course credit.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in overall student academic performance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>Funding Sources:</b> Edgenuity - 199-Local - \$9,360</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
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**Goal 1:** Improve student achievement and performance through the use of high quality instructional materials aligned to best instructional practices and assessments.

**Performance Objective 2:** Increase student academic performance in English EOCs.

**Evaluation Data Sources:** Increase in overall academic performance of campus achievement levels in English 1 and English 2 EOCs, as measured by formal assessments, classroom grades and STAAR related assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Adopt and implement policies for accelerated instruction for students who did not meet the passing standard in English EOC exams.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the number of students who achieve a passing score on English EOC exams.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support teachers with additional training focused on lesson planning and lesson alignment to TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in quality of instruction and student achievement levels</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, C&amp;I dept.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> purchase and utilize instructional programs and resources for reading/literacy instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement levels</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, C&amp;I dept.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> IXL - 199-SCE - \$1,850, IXL - 199-Local - \$750</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				







**Goal 1:** Improve student achievement and performance through the use of high quality instructional materials aligned to best instructional practices and assessments.

**Performance Objective 3:** Increase student academic performance in Algebra 1 EOC.

**Evaluation Data Sources:** Increase in overall academic performance of campus achievement levels in Algebra 1 EOCs, as measured by formal assessments, classroom grades and STAAR related assessments.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Adopt and implement policies for accelerated instruction for students who did not meet the passing standard in Algebra EOC exams.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the number of students who achieve a passing score on English EOC exams.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support teachers with additional training focused on lesson planning and lesson alignment to TEKS.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in quality of instruction and student achievement levels</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, C&amp;I dept.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>






Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> purchase and utilize instructional programs and resources for reading/literacy instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement levels</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, campus administration, C&amp;I dept.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - 199-SCE - \$1,850, - 199-Local - \$750</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Improve student achievement and performance through the use of high quality instructional materials aligned to best instructional practices and assessments.

**Performance Objective 4:** Increase percentage of high school graduates classified as College, Career or Military Ready.

**Evaluation Data Sources:** Internal tracking spreadsheet, state released accountability tables





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Identify industry certifications available and viable for students in the South Texas region as well as statewide.  <b>Strategy's Expected Result/Impact:</b> Increase number of students identified as college, career and military ready  <b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>TEA Priorities:</b>            Connect high school to career and college            -</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Identify students who are underserved and underrepresented in CTE and advanced academic achievement, tailor opportunities to meet their needs.  <b>Strategy's Expected Result/Impact:</b> Increase number of students identified as college, career and military ready  <b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>TEA Priorities:</b>            Connect high school to career and college            -</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide test preparation resources and additional opportunities to allow students ability to be successful on TSIA 2.  <b>Strategy's Expected Result/Impact:</b> Increase number of students identified as college, career and military ready  <b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>TEA Priorities:</b>            Connect high school to career and college  <b>- ESF Levers:</b>            Lever 1: Strong School Leadership and Planning  <b>Funding Sources:</b> Edgenuity - 199-SCE - \$1,400</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide high quality instructional materials for CTE program of students.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the number of students who are identified as college, career or military ready.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Funding Sources:</b> CTE subject textbooks and materials - 199-SCE - \$2,762.12</p>	Formative			Summative
	Nov	Jan	Mar	June
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** Natalia ISD will foster a culture of health, wellness and safety among our students, staff, and community.

**Performance Objective 1:** Offer health and wellness opportunities to the community.

**Evaluation Data Sources:** Number of events hosted or made available, participation percentages for respective events





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Partner with University of the Incarnate Word (UIW) to utilize medical student interns to assist with the health services pathway as well as host community health fair</p> <p><b>Strategy's Expected Result/Impact:</b> Increased opportunity to create healthy lifestyle choices and involve community members</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, medical teacher, parent liaison</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continue partnership with UIW mobile clinic.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in overall health and wellness of the community at large</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, medical teacher, parent liaison</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
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**Goal 2:** Natalia ISD will foster a culture of health, wellness and safety among our students, staff, and community.

**Performance Objective 2:** Provide a safe and secure environment conducive to learning.

**Evaluation Data Sources:** Visual observations of resources in place and readiness/response during drill exercises





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implementation of the LifeSpot App</p> <p><b>Strategy's Expected Result/Impact:</b> Create a rapid response to potential dangerous situations and increase level of security for staff and students.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration and staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Monitor and respond to Anonymous Alerts application</p> <p><b>Strategy's Expected Result/Impact:</b> Create extra layer of safety for the campus community</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, SRO (if necessary)</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> - 289-Title IV - \$2,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Purchase of new furniture and equipment for students and staff</p> <p><b>Strategy's Expected Result/Impact:</b> Increased sense of pride and commitment to learning and productivity</p> <p><b>Staff Responsible for Monitoring:</b> Campus staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> desks, chairs - 281-ESSER II - \$9,760.86, water bottle filler - 282-ESSER III - \$3,450</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide CPI training to staff <b>Strategy's Expected Result/Impact:</b> Give staff the skills to respond appropriately if unsafe situations arise <b>Staff Responsible for Monitoring:</b> District CPI trainers  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> CPI training - 289-Title IV - \$1,461.20	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Natalia ISD will foster a culture of health, wellness and safety among our students, staff, and community.

**Performance Objective 3:** Provide social-emotional programs and/or resources for all students 9-12.

**Evaluation Data Sources:** Observation of implementation practices, conversations with students and staff





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement Character Strong program.  <b>Strategy's Expected Result/Impact:</b> Improvement in mental health and awareness  <b>Staff Responsible for Monitoring:</b> Campus staff</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture  <b>Funding Sources:</b> - 281-ESSER II - \$8,000</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide access to professional development opportunities for counselors through ESC 20 Cooperative  <b>Strategy's Expected Result/Impact:</b> Improvement in mental health and awareness supports  <b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>ESF Levers:</b>                      Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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**Goal 3:** Natalia ISD campuses will increase community and parent involvement and will develop and promote positive relationships through communication, involvement, and partnerships with the parents and the community.

**Performance Objective 1:** Increase parental and community events offered by the campus.





**Evaluation Data Sources:** Comparison of the number of events of current school year with past school years.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Organization of campus events with an invitation for community members to attend, e.g. grandparents day, Fall Festival, community pep rally, open house, meet the teacher night, college/career fair and band concerts.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase opportunities for parents/community members to interact with campus staff and observe progress and changes made</p> <p><b>Staff Responsible for Monitoring:</b> Campus staff</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
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**Goal 3:** Natalia ISD campuses will increase community and parent involvement and will develop and promote positive relationships through communication, involvement, and partnerships with the parents and the community.

**Performance Objective 2:** Increase communication with parents.





**Evaluation Data Sources:** Self-monitoring of percentages when compared to previous school years.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Continue with utilization of campus Twitter, Facebook and Blackboard platforms to disseminate information electronically. Creation of campus Instagram account.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the likelihood of effective communication of campus related events and information to the surrounding community</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Establishment of strategic plan to utilize district provided accounts of Remind to facilitate increased opportunity for two way community discourse</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in effective two way communication between parents and respective instructional staff</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, teachers</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Funding Sources:</b> Remind access - 199-Local - \$4,666.28</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Natalia ISD campuses will increase community and parent involvement and will develop and promote positive relationships through communication, involvement, and partnerships with the parents and the community.

**Performance Objective 3:** Increase community partnerships.





**Evaluation Data Sources:** Self-monitoring of percentages when compared to previous school years.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Maintain collaborative partnerships with local church congregations and businesses</p> <p><b>Strategy's Expected Result/Impact:</b> Generate additional situations to support campus goals with the supplemental support of outside entities</p> <p><b>Staff Responsible for Monitoring:</b> Campus staff and administration</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Natalia ISD will promote and support the leadership development of educators and administrators.

**Performance Objective 1:** Provide professional development opportunities for campus leadership.

**Evaluation Data Sources:** Self-reflection of perceived capacity, comparison of number of opportunities to previous school years.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide campus principals growth through N2 Learning Principal's Academy</p> <p><b>Strategy's Expected Result/Impact:</b> Improve the capacity of campus leadership to establish, nurture, monitor and adjust campus practices to support the needs of the staff, students and community</p> <p><b>Staff Responsible for Monitoring:</b> Principals, district leadership</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> <p><b>Funding Sources:</b> - 282-ESSER III - \$5,097</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Promote leadership growth by attending bi-monthly meetings w/ campus principals</p> <p><b>Strategy's Expected Result/Impact:</b> Increase opportunities for campus principals to collaborate</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent, principal</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Provide training opportunities to district and campus testing coordinators</p> <p><b>Strategy's Expected Result/Impact:</b> Increase capacity and effectiveness of testing implementation and monitoring</p> <p><b>Staff Responsible for Monitoring:</b> District and campus administration</p> <p><b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

# Campus Funding Summary

199-SCE					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3	IXL		\$1,850.00
1	3	3			\$1,850.00
1	4	3	Edgenuity		\$1,400.00
1	4	4	CTE subject textbooks and materials		\$2,762.12
<b>Sub-Total</b>					<b>\$7,862.12</b>
199-Local					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3			\$1,517.00
1	1	4	Edgenuity		\$9,360.00
1	2	3	IXL		\$750.00
1	3	3			\$750.00
3	2	2	Remind access		\$4,666.28
<b>Sub-Total</b>					<b>\$17,043.28</b>
281-ESSER II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3	desks, chairs		\$9,760.86
2	3	1			\$8,000.00
<b>Sub-Total</b>					<b>\$17,760.86</b>
282-ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	3	water bottle filler		\$3,450.00
4	1	1			\$5,097.00
<b>Sub-Total</b>					<b>\$8,547.00</b>
289-Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	2			\$2,000.00
2	2	4	CPI training		\$1,461.20

289-Title IV					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
				<b>Sub-Total</b>	\$3,461.20