

Natalia Independent School District



Natalia Elementary

2025-2026 Campus Improvement Plan

Mission Statement

Our mission is to build a partnership with parents and community to empower each child to achieve his or her fullest potential to become a lifelong learner and responsible citizen. We are committed to establishing high expectations and to promoting positive attitudes to achieve equity and excellence in a safe and nurturing environment. Natalia Elementary faculty and staff will maintain a cooperative partnership with parents characterized by trust and open communication. A combined effort is necessary to build a mutually beneficial relationship; one that includes respect and pride.

Vision

The BLUE Way: Challenging and empowering students for global success.

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Comprehensive Needs Assessment



Data Documentation for CNA

Data Documentation for CNA

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

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Gifted and talented data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data



Goals

Goal 1 All students will grow and achieve academically.

Performance Objective 1 High Priority

The percentage of 2nd Grade Reading "on grade level" will increase from 39% (BOY) to 60% (EOY)

Evaluation Data Source: mClass EOY assessment

Strategy 1

Implement and sustain systematic MTSS processes

Strategy's Expected Result/Impact: Improve reading performance through intervention and targeted support

Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches, Campus Administration

Formative Reviews

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Strategy 2

Implementation of Strong Foundations Implementation (SFI) Grant (K-5 RLA and Math)

Strategy's Expected Result/Impact: Improve Tier 1 instruction resulting in an improvement in academic achievement

Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration

Funding Sources: ESC20 Contract- RLA 429 SAFE Grant, \$50,000, Teacher Stipends- RLA 429 SAFE Grant, \$16,000, Professional Development 255-Title II, \$2,000

Title I: 2.5.2, 2.5.3

TEA Priorities: Build a foundation of reading and math

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Strategy 3

Standardized graded assignments

Strategy's Expected Result/Impact: Consistent, reliable, and meaningful data to make instructional decisions

Staff Responsible for Monitoring: Instructional Coaches, Campus Administration

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Performance Objective 2 High Priority

The percentage of K-2 Math "On Grade Level" performance will increase from 34% (BOY) to 50% (EOY)

Evaluation Data Source: NWEA MAP Assessment

Strategy 1

Implement and sustain systematic MTSS processes

Strategy's Expected Result/Impact: Improve math performance through intervention and targeted support

Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches, Campus Administration

Title I: 2.5.1, 2.5.2

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Strategy 2

Implementation of Strong Foundations Implementation (SFI) Grant (K-5 Math)

Strategy's Expected Result/Impact: Improve Tier 1 instruction resulting in an improvement in academic achievement

Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration

Funding Sources: Professional Development 255-Title II, \$2,000, Teacher Stipends - Math 429 SAFE Grant, \$16,000, ESC20 Contract- RLA 429 SAFE Grant, \$50,000

Title I: 2.5.1, 2.5.2

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Strategy 3

Standardized graded assignments

Strategy's Expected Result/Impact: Consistent, reliable, and meaningful data to make instructional decisions

Staff Responsible for Monitoring: Instructional Coaches, Campus Administration

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Strategy 4

Administer and analyze data for NWEA MAP Testing

Strategy's Expected Result/Impact: Identify students' math skills and academic growth

Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches, Campus Administration

Funding Sources: NWEA Map - Math 199-SCE, \$13,400

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Performance Objective 3 High Priority HB3 Goal

The percentage of Grades 3-4 Reading STAAR "Meets" will increase from 29% to 40%

Evaluation Data Source: STAAR

Strategy 1

Implement and sustain systematic MTSS processes

Strategy's Expected Result/Impact: Improve reading performance through intervention and targeted support

Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches, Campus Administration

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Strategy 2

Implementation of Strong Foundations Implementation (SFI) Grant (K-5 RLA and Math)

Strategy's Expected Result/Impact: Improve Tier 1 instruction resulting in an improvement in academic achievement

Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration

Funding Sources: Teacher Stipends 429 SAFE Grant, \$16,000, Professional Development 255-Title II, \$2,000, ESC 20 Contract - RLA 429 SAFE Grant, \$50,000

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Strategy 3

Standardized graded assignments

Strategy's Expected Result/Impact: Consistent, reliable, and meaningful data to make instructional decisions

Staff Responsible for Monitoring: Instructional Coaches, Campus Administration

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Strategy 4

Review Assessment Data (BOY, MOY, EOY, Unit Assessment)

Strategy's Expected Result/Impact: Make instructional decisions using data

Staff Responsible for Monitoring: Instructional Coaches, Campus Administration

Funding Sources: IXL/Boost Screeners 199-SCE, \$21,000

Title I: 2.5.1

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Performance Objective 4 High Priority HB3 Goal

The percentage of All Grades Math STAAR "Meets" will increase from 20% to 30%.

Evaluation Data Source: STAAR

Strategy 1

Implement and sustain systematic MTSS processes

Strategy's Expected Result/Impact: Improve math performance through intervention and targeted support

Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches, Campus Administration

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Strategy 2

Implementation of Strong Foundations Implementation (SFI) Grant (K-5 RLA and Math)

Strategy's Expected Result/Impact: Improve Tier 1 instruction resulting in an improvement in academic achievement

Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration

Funding Sources: ESC20 Contract - Math 429 SAFE Grant, \$45,000, Professional Development 255-Title II, \$2,000, Teacher Stipends - Math 429 SAFE Grant, \$16,000

Title I: 2.5.2

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Strategy 3

Standardized graded assignments

Strategy's Expected Result/Impact: Consistent, reliable, and meaningful data to make instructional decisions

Staff Responsible for Monitoring: Instructional Coaches, Campus Administration

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Strategy 4

Administer and analyze data for NWEA MAP testing

Strategy's Expected Result/Impact: Identify students' math skills and academic growth

Staff Responsible for Monitoring: Curriculum & Instruction, Instructional Coaches, Campus Administration

Funding Sources: NWEA MAP - Math 199-SCE, \$13,400

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Strategy 5

Review Assessment Data (BOY, MOY, EOY, Unit Assessment, NWEA MAP)

Strategy's Expected Result/Impact: Make instructional decisions using data

Staff Responsible for Monitoring: Campus Administration, Instructional Coaches

Funding Sources: IXL/Boost Screeners 199-SCE, \$21,000

Title I: 2.5.1

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Performance Objective 5

Provide high-quality supplemental programs and services to support student achievement in core academic areas.

Evaluation Data Source: student and parent surveys
IXL, MAP, and mClass data

Strategy 1

Fund and support Specials to include Physical Education, Music, Art, and Tech Apps courses

Strategy's Expected Result/Impact: Provide engaging enrichment opportunities to students

Staff Responsible for Monitoring: Campus Administration

Funding Sources: SWANK License (Technology) 199-Local, \$1,008, Fine Arts Materials and Equipment 199-Local, \$1,000, Library and Technology Materials 199-Local, \$3,000, PE/Gym Materials and Equipment 199-Local, \$1,500

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Strategy 2

Fund and support educational field trips

Strategy's Expected Result/Impact: Enrichment activities to support the curriculum

Staff Responsible for Monitoring: Campus Administration, Grade Level Lead Teachers

Funding Sources: Field Trip Fees and Materials 199-Local, \$1,500

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Strategy 3

Fund and support enrichment opportunities for GT students.

Strategy's Expected Result/Impact: Enrichment activities to expand learning from the classroom

Staff Responsible for Monitoring: Campus Administrator, Counselor, Instructional Programs Coordinator

Funding Sources: GT Field Trips and Resources 199-SCE, \$3,500, GT Materials 199-Local, \$1,500

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Strategy 4

Fund and support supplemental programs for special populations to include special education, 504, and ESL

Strategy's Expected Result/Impact: Improve math and reading achievement

Staff Responsible for Monitoring: Campus Administration, Executive Director of Student Services

Funding Sources: Provide a Dyslexia Interventionist 224 IDEA B, \$77,000, ESL Stipends for Servicing Students 199-SCE, \$8,000, Provide Special Education Staff 224 IDEA B, \$95,000, Instructional Resources for Dyslexia 224 IDEA B, \$550, Bilingual Instructional Resources 199-SCE, \$2,500

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Goal 2 All graduates are college, career and/or military ready.

Performance Objective 1

Systematically monitor and support student awareness of college, career, and military opportunities

Evaluation Data Source: Student Feedback

Strategy 1

Host a career fair

Strategy's Expected Result/Impact: Increase student awareness of post-secondary opportunities

Staff Responsible for Monitoring: Counselor

Title I:

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Goal 3

The campus will promote the safety and well-being of students and staff.

Performance Objective 1

Provide social-emotional programs and/or resources for all students K-12.

Evaluation Data Source: District Administration

Strategy 1

Implement a campus counseling plan that includes but is not limited to social emotional learning, conflict resolution, and crisis intervention.

Strategy's Expected Result/Impact: Improve mental health and social emotional learning health

Staff Responsible for Monitoring: Counselor, Campus Administration

Funding Sources: Counselor Materials and Supplies 199-Local, \$1,700, Character Strong 199-Local, \$1,500

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Strategy 2

Explore positive behavior interventions and support programs.

Strategy's Expected Result/Impact: Improve student behavior and motivation

Staff Responsible for Monitoring: Academic Services, Counselor, Campus Administration

Funding Sources: Student Incentives - Brag Tags 199-Local, \$650

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Strategy 3

Provide training for all staff on district policies related to: Dating violence, Sexual abuse and other maltreatment of students, Multi-hazard Emergency Operating Plan (MEOP), Freedom from

Bullying, Allergy Plan, Mental Health Awareness, Child Abuse, Sexual Harassment, Stop the Bleed, Cybersecurity, Title IX Dropout Prevention

Strategy's Expected Result/Impact: Increase staff and student awareness

Staff Responsible for Monitoring: District and Campus Administration

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Performance Objective 2

Streamline campus processes to enhance student safety.

Strategy 1

Utilize PikMyKid for car and bus dismissal processes

Staff Responsible for Monitoring: Campus administration and staff

Funding Sources: PikMyKid 199-Local, \$1,875

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Strategy 2

Utilize Educator's Handbook for discipline tracking and reports

Staff Responsible for Monitoring: Campus Behavior Coordinator

Funding Sources: Educator's Handbook 199-Local, \$800

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Performance Objective 3

Provide resources for staff morale and well-being

Strategy 1

Provide snacks/meals at meetings and events

Funding Sources: Meeting Snacks/Meals and Water Delivery 199-Local, \$1,700

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Goal 4 The district will recruit, retain, train and support high-quality faculty and staff.

Performance Objective 1

100% of new staff will meet all certification requirements by the end of the first year with the district.

Evaluation Data Source: HR data report

Strategy 1

Provide a new teacher support program for all non-certified and first-year certification teachers if needed.

Strategy's Expected Result/Impact: Increase teacher certification and retention of teachers

Staff Responsible for Monitoring: Human Resources, Campus Administration

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Performance Objective 2

Hire faculty and staff to assist and provide instructional support.

Evaluation Data Source: HR Reports, campus reports

Strategy 1

Recruit and hire instructional staff to support special programs.

Strategy's Expected Result/Impact: Increase growth and performance of students in special programs

Staff Responsible for Monitoring: Human Resources, Academic Services, Campus Administration

Funding Sources: ESL Stipend for Servicing Teachers 199-SCE, \$8,000, Provide Special Education Staff 224 IDEA B, \$95,000, Provide a Dyslexia Interventionist 199-SCE, \$77,000

Title I: 2.5.1

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Performance Objective 3

Increase instructional leadership capacity among campus administration

Evaluation Data Source: Improve administrator performance and retention

Strategy 1

Participate in Texas Instructional Leadership (TIL) program

Strategy's Expected Result/Impact: Build capacity of campus leaders to support and develop teachers/staff

Staff Responsible for Monitoring: District Administration and Campus Administration

Funding Sources: Texas Instructional Leadership Program 211-IL Grant, \$65,000

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

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Strategy 2

Monitor and support fidelity to the curriculum through walk-throughs and instructional rounds.

Strategy's Expected Result/Impact: Increase fidelity to the curriculum implementation

Staff Responsible for Monitoring: Campus Administration, Instructional Coaches, District Administration

TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools

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Strategy 3

Create and Implement a campus professional development plan

Strategy's Expected Result/Impact: Improve administration and teacher performance and retention

Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration

Funding Sources: Stipends for Teachers (Reading and Math) 429 SAFE Grant, \$32,000, Professional Development 255-Title II, \$2,000

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Strategy 4

Fund and attend professional development and conferences

Strategy's Expected Result/Impact: Improve administration and teacher performance

Funding Sources: Texas Assessment Conference 224 IDEA B, \$6,000, NWEA MAP Conference 255-Title II, \$95, TTESS Training 199-Local, \$500, Texas Counseling Association Membership and Conference 199-Local, \$425, TEPSA Memberships 199-Local, \$800

Title I:

TEA Priorities: Recruit, support, retain teachers and principals

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Strategy 5

Implement an observation & feedback cycle

Strategy's Expected Result/Impact: Increase effectiveness of feedback provided to teachers

Staff Responsible for Monitoring: Curriculum & Instruction, Campus Administration, Instructional Coaches

Title I:

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools

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Performance Objective 4

Increase teacher capacity to provide high-quality instruction.

Evaluation Data Source: TTESS data
SFI Grant

Strategy 1

Support Strong Foundations Professional Development for teachers.

Strategy's Expected Result/Impact: Improve teacher performance and retention

Staff Responsible for Monitoring: C&I, Instructional Coaches, Administration

Funding Sources: Teeacher Stipends - Reading and Math 429 SAFE Grant, \$32,000, ESC20 Contracts - Reading and Matrth 429 SAFE Grant, \$95,000

Title I: 2.5.1, 2.5.2, 2.5.3

TEA Priorities: Build a foundation of reading and math, Improve low-performing schools

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 2

Provide a minimum of four TTESS Walk-throughs per teacher per school year.

Strategy's Expected Result/Impact: Improve teacher performance and retention

Staff Responsible for Monitoring: Administration

Title I: 2.5.2

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction

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Strategy 3

Provide Instructional Coaches for implementation fidelity of HQIM

Strategy's Expected Result/Impact: Increased teacher performance and retention

Staff Responsible for Monitoring: C&I, Administration

Title I: 2.5.1, 2.5.2

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Strategy 4

Create and Implement a campus professional development plan.

Strategy's Expected Result/Impact: Increased teacher performance and retention

Staff Responsible for Monitoring: Administration

Title I: 2.5.3

TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math

ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction

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Goal 5 The district will increase stakeholder engagement.

Performance Objective 1

Provide parent and family involvement opportunities.

Evaluation Data Source: Sign-in sheets and surveys

Strategy 1

Offer various campus parent activities and volunteer opportunities.

Strategy's Expected Result/Impact: Increase parent and family involvement on campus

Staff Responsible for Monitoring: Campus Administration

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

Conduct Parent-Teacher conferences a minimum of two times in the academic school year.

Strategy's Expected Result/Impact: Increase parent involvement in academics

Staff Responsible for Monitoring: Campus Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 2

Involve stakeholders in the campus's planning and decision making

Evaluation Data Source: Surveys, newsletters, sign-in sheets

Strategy 1

Re-establish a site based decision making (SBDM) committee

Strategy's Expected Result/Impact: Increased parent and community involvement

Staff Responsible for Monitoring: Campus Administration

TEA Priorities: Improve low-performing schools

ESF Levers: Lever 3: Positive School Culture

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Performance Objective 3

Increase communication opportunities between the campus and stakeholders.

Evaluation Data Source: Newsletters, surveys, sign in sheets

Strategy 1

Provide a weekly newsletter to all stakeholders

Strategy's Expected Result/Impact: Improve communication and parent involvement

Staff Responsible for Monitoring: Campus Administration

ESF Levers: Lever 3: Positive School Culture

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Strategy 2

Utilize stakeholder surveys to gather input for decision making

Strategy's Expected Result/Impact: Improve parent involvement and feedback

Staff Responsible for Monitoring: Campus Administration

ESF Levers: Lever 3: Positive School Culture

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