



**Mission Statement:**

We challenge and encourage each student to achieve and demonstrate academic excellence, technical skills, and responsible citizenship.

**Beliefs:**

In NEISD, we believe that...

- The purpose of a public education is to prepare and empower students to be responsible, productive, and effective citizens.
- Standardized testing is only one of many indicators of student success.
- Learning happens best in a safe, engaging, and relevant environment.
- Every person is uniquely capable and deserves the opportunity to be a lifelong learner.
- Strong partnerships among all members of the school community are essential for student success.
- The educators' role is to facilitate learning and to foster caring, trusting relationships that maximize every student's potential.
- Students deserve a highly effective team of educators who utilize a variety of tools and resources to support current and future learning environments.
- Students learn in many different ways.
- Enrichment activities beyond the classroom are vital in the development of the whole child.

**Call to Action:**

NEISD's lifelong learners succeed in the futures of their choosing with compassionate hearts, critical minds, and competitive spirits.






**Learner Outcomes:**



Each individual learner will:

- Graduate prepared for the future of his/her choosing.
- Annually demonstrate measurable growth toward academic success.
- Compassionately serve his/her community each semester.



**Learner Profile:**


- The learner will demonstrate mastery of academic standards by:
- Communicating effectively using a variety of methods with a focus on interpersonal skills.
- Being adaptable with perseverance to effectively use technology as a learning and communication tool.
- Demonstrating compassion and embracing integrity.
- Collaborating effectively and being socially flexible in situations such as online communications, global interaction, face-to-face conversations, and teamwork.
- Applying problem solving skills through creative and analytical processes.
- Exploring various pathways within a global context to develop the future of their choosing.
- Respecting and valuing diversity.

<b>Goal 1</b> <b>Process Manager: Donna Newman,</b> <b>Associate Superintendent for Instruction and</b> <b>Campus Support</b>		<b>We will ensure that every learner experiences a</b> <b>safe, academically rigorous, engaging, meaningful, and</b> <b>appropriate learning environment.</b> <b>(Supports Board Goal 2)</b>				
<b>Specific Results</b>		<b>2014</b> <b>2015</b>	<b>2015</b> <b>2016</b>	<b>2016</b> <b>2017</b>	<b>2017</b> <b>2018</b>	<b>2018</b> <b>2019</b>
A	Implement programs across the district that provide teachers and students the capacity to create classrooms and collaborative communities that foster learning.				 Patti Castellano	
B	Establish a learning environment in which educators provide frequent opportunities for personalized learning.		 Patti Castellano* Gerard Cortez			
C	Provide flexibility for campus-based decisions dependent upon students' needs while maintaining curriculum consistency.	 Patti Castellano				
D	Implement supportive programs specific to campus needs to address the emotional and physical wellbeing of students and staff.				 Colleen Bohrmann* Oteka Gibson Rachel Naylor	
E	Expand course selections beginning in elementary to include languages other than English, career awareness, STEM (Science, Technology, Engineering & Mathematics), and 21st century skills.				 Colleen Bohrmann	




F	Create lesson plans in each content area that focus on the incorporation of real world scenarios and situations relevant to the instructional state standards.		 Bill Boyd Patti Castellano* Johnny Vahalik	
G	Utilize project-based learning to integrate real world experiences in grades K-12 classrooms.			 Patti Castellano* Johnny Vahalik

**Notes:** \*Lead Implementation Manager




Goal 2		We will dedicate adequate time, resources, and support staff in order to integrate up-to-date technology equitably. (Supports Board Goals 1 and 6)				
Process Manager: Donna Newman, Associate Superintendent for Instruction and Campus Support						
Specific Results		2014 2015	2015 2016	2016 2017	2017 2018	2018 2019
A	Ensure a stable infrastructure of both staff and hardware that is capable of supporting a one-to-one student/device ratio and/or BYOD (Bring Your Own Device) scenarios that enable staff and students to efficiently and effectively utilize technology.		 Tom Johnson			
B	Integrate authentic technology training in a variety of ways at trainings, meetings, and functions, including content-specific professional development, within the course of the workday.	 Tom Johnson				

C	Provide avenues for the accessibility of additional devices through district funding, student purchases, partnerships, and/or grants in an attempt to reach a 1:1 student device ratio.			 Tom Johnson	
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**Notes:**

<b>Goal 3</b> <b>Process Manager: Brian Gottardy, Superintendent of Schools</b>		<b>We will engage in ongoing evaluation of district- and campus-level policies, procedures, processes, and practices and abandon those that do not advance our beliefs, our call to action, and learner outcomes.</b> <b>(Supports Board Goal 1)</b>				
<b>Specific Results</b>		<b>2014 2015</b>	<b>2015 2016</b>	<b>2016 2017</b>	<b>2017 2018</b>	<b>2018 2019</b>
A	Solicit feedback from teachers, administrators, and central office staff on an annual basis.	 Brian Gottardy				
B	Utilize a rubric/tool to analyze feedback.	 Brian Gottardy				
C	Calibrate decision making to research-based, high performance practices.	 Brian Gottardy				






**Notes:**



<b>Goal 4</b>  <b>Process Manager: Donna Newman,</b> <b>Associate Superintendent for Instruction and</b> <b>Campus Support</b>		<b>We will create meaningful and interwoven</b> <b>assessments to measure academic growth.</b> <b>(Supports Board Goal 1)</b>				
<b>Specific Results</b>		<b>2014</b> <b>2015</b>	<b>2015</b> <b>2016</b>	<b>2016</b> <b>2017</b>	<b>2017</b> <b>2018</b>	<b>2018</b> <b>2019</b>
A	Support the creation of and ensure the interwoven implementation of meaningful assessment options linked to scope and sequence, which will result in the desired learning outcomes and lead to measurable student progress.				  Patti Castellano* Terri Chidgey	
B	Set expectations and support teachers in providing meaningful, frequent, individualized, two-way feedback, which will enable student ownership in learning.		  Terri Chidgey Oteka Gibson*			
C	Set expectations that all teachers and administrators are knowledgeable of and will effectively apply the purpose and intent of the North East Grading and Reporting Regulations into their assessment practices.	  Eric Wicker				
<b>Notes:</b> *Lead Implementation Manager						



<p style="text-align: center;"><b>Goal 5</b></p> <p style="text-align: center;"><b>Process Manager: Donna Newman, Associate Superintendent for Instruction and Campus Support</b></p>	<p style="text-align: center;"><b>We will transform the learning organization by empowering teachers to design authentic learning experiences focused on student interest and needs, resulting in lifelong learning. (Supports Board Goal 7)</b></p>				
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Specific Results		2014 2015	2015 2016	2016 2017	2017 2018	2018 2019	
A	Provide an uninterrupted block of time for teachers to plan authentic learning experiences and/or to participate in professional development.	 Joe Reasons					
B	Create the expectation for and nurture the teachers' freedom to design authentic, engaging learning experiences.						 Jane Jensen* Diana Schumacher Johnny Vahalik
C	Create a learning environment that engages all students as learning leaders who make real world connections.	 Terri Chidgey Oteka Gibson*					
D	Coordinate distance learning experiences intended to bring "the world" into the classroom.						 Colleen Bohrmann Patti Castellano Rudy Jimenez Tom Johnson*





**Notes:** \*Lead Implementation Manager

<b>Goal 6</b>  <b>Process Manager: Donna Newman,</b> <b>Associate Superintendent for Instruction and</b> <b>Campus Support</b>		<b>We will utilize multiple measures to ensure that our students will</b> <b>be compassionate, competitive, critical thinkers and lifelong</b> <b>learners.</b> <b>(Supports Board Goal 1)</b>					
<b>Specific Results</b>		<b>2014</b> <b>2015</b>	<b>2015</b> <b>2016</b>	<b>2016</b> <b>2017</b>	<b>2017</b> <b>2018</b>	<b>2018</b> <b>2019</b>	
<b>A</b>	Create, maintain, and/or promote student involvement programs at all levels to develop a 360-degree leader.		  Karen Funk Rachel Naylor Tyler Shoemith* Diana Schumacher				
<b>B</b>	Utilize community members as resources for ongoing cultural awareness opportunities in classrooms.						  Patti Castellano Rudy Jimenez* Tom Johnson
<b>C</b>	Create a system that includes a website and related app for students and adults to track their volunteer hours (service transcript).		  Robert Henson Brooke Pate* Sterling Rohde Marcos Zorola				
<b>D</b>	Implement leadership opportunities at the campus level that require community services hours and result in recognition.		  Oteka Gibson* Robert Henson Joe Reasons				
<b>E</b>	Establish and promote distance learning opportunities to communicate and share cultural and academic experiences.						  Patti Castellano Rudy Jimenez* Tom Johnson




F	Establish a district-wide protocol for campus-based, student-focused recognition of service learning.				 Oteka Gibson Robert Henson*
G	Offer service learning opportunities aligned with the scope and sequence for each subject area.			 Patti Castellano* Oteka Gibson	



<b>Goal 7</b>  <b>Process Managers:</b> <b>Aubrey Chancellor,</b> <b>Executive Director of</b> <b>Communications, and</b> <b>Ron Clary,</b> <b>Associate Superintendent for</b> <b>Operations</b>		<b>We will develop strong partnerships among all members of the school community to enhance and expand learning opportunities for all.</b> <b>(Supports Board Goals 3 and 4)</b>				
<b>Specific Results</b>		<b>2014</b> <b>2015</b>	<b>2015</b> <b>2016</b>	<b>2016</b> <b>2017</b>	<b>2017</b> <b>2018</b>	<b>2018</b> <b>2019</b>
A	Expand and strengthen the existing database of partnership contacts that can be accessed through a centralized system.		 Amy Lane			
B	Schedule interactive time for students to explore future course pathways and/or career endeavors.			 Colleen Bohrmann* Tyler Shoesmith		



C	Design an online forum for NEISD educator collaboration and continue to expand face-to-face professional development opportunities within the district and with other education partners.				 Bill Boyd Patti Castellano* Amy Lane
D	Expand our use of technology to make partnership opportunities readily accessible to partners and employees.		 Amy Lane		
E	Expand partnerships to provide interactive learning opportunities for parents and community.				 Colleen Bohrmann* Amy Lane
F	Increase awareness and support of the North East Educational Foundation.	 Amy Lane			

**Notes:**

<b>Goal 8</b>  <b>Process Manager:</b> <b>Dan Villarreal,</b> <b>Associate Superintendent for</b> <b>Business Services</b>		<b>We will develop a set of standards for resources in addressing</b> <b>inequalities district-wide.</b> <b>(Supports Board Goal 6)</b>				
<b>Specific Results</b>		<b>2014</b> <b>2015</b>	<b>2015</b> <b>2016</b>	<b>2016</b> <b>2017</b>	<b>2017</b> <b>2018</b>	<b>2018</b> <b>2019</b>
A	Implement a tangible resource plan district-wide to assist campuses that do not meet current district minimum standards for facilities, technology, equipment, library collections, and other resource program areas.		  Deb Caldwell* Faye Hagerty Tom Johnson Gary Sullivan			
B	Create various opportunities for students to access House Bill 5 (83rd Texas Legislature) Endorsement Course Offerings inside and outside the regular school day.	  Johnny Vahalik				
C	Create a district staffing plan to maximize human resources in areas of greatest need.					
D	Create an awareness program to educate students and parents on magnet and vocational programs as well as college entrance requirements including Advanced Placement (AP), Pre-AP, SAT, PSAT, and ACT at both elementary and secondary level.	  Natalie Hierholzer Johnny Vahalik*				

E	Establish guidelines to support the development of comprehensive professional development programs that clearly align to campus and district initiatives.				 Patti Castellano* Oteka Gibson	
F	Redefine the district's funding formula for allocating campus funds to create equitable funding opportunities for each campus.	 Brian Moy				