

DISTRICT PERFORMANCE

Goal 1: Natchitoches Parish School System will increase the District Performance Score (DPS).

| Objectives | | | | | |
|--|--------------------------|---------------------|----------------|---------------------|---------------------|
| | 2019-2020 Performance | 2021 Performance | 2022 Target | 2022-2023 Target | 2023-2024 Target |
| The district performance score will increase | 73.7 | 72.2 | 78.0 | 85.0 | 95.0 |

| What action is taking place? | When is the action taking place? | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
|---|---|--|--|-----------------------------------|
| *Continue implementation of NIET Level II Best Practices and trainings: Teacher Collaboration; Instructional Leadership Team Meetings, instructional rubric | Summer 2022 | District Office & Virtual | >NIET >Director of Teaching and Learning >School Improvement Consultant | In budget (Super App) |
| *Implementation of NIET's Teaching and Learning Rubric | Spring & Summer 2022; 1st cluster cycle (introduction/implementaion) | >Instructional Specialist training, >Cluster meetings, >Principal meetings | >NIET > Instructional Specialists > Principals > Director of Teaching and Learning > Teaching and Learning Specialists >School Improvement Consultant | |
| *NIET Evaluator Core training and post conferences | Summer 2022-2023 | Virtual @ District Office and school-sites | >NIET >Director of Teaching and Learning >School Improvement Consultant | In budget (Super App) |
| *Usage of NIET's EE Pass | 2022-2023 | Instructional Leadership Team | >Teaching and Learning Department >Instructional Leadership Teams | |
| *Implementation of Lead Teachers for NIET mentor support | >April Principal meeting >Apr-Jun (select) >2022-2023 school year | District Office & School Sites | >Director of Teaching and Learning >Principals | |
| *Quarterly Data Reviews (QDR) that follow proficiency exams | >Spring 2022 >2022-2023 school year | District Office & School Sites | >Teaching and Learning Department >Instructional Leadership Teams | |
| *Proficiency exam alignment to state standards | >Summer 2022 >2022-2023 school year | District Office & School Sites | >Teaching and Learning Department >Instructional Leadership Teams | |

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| *Edulastic: Train and implement (all grades, all subjects) | >Summer 2022 >2022-2023 school year | District office & School Sites | >Teaching and Learning Department >Instructional Specialists >Lead Teachers | |
| *"Whatever I Need" (WIN) learning extensions and interventions | >Spring/Summer 2022 >2022-2023 School year | School Sites | >Teaching and Learning Department >Instructional Leadership Team | |
| *Leadership Academy | >Spring 2022 >2022-2023 school year (introduction/implementation) | District Office | Director of Teaching and Learning | Rapides Effective Schools (Due April 20th) |
| *New Teacher Induction | Spring & Summer 2022 | District Office | >Teaching and Learning Department | |

ELA & SOCIAL STUDIES PROFICIENCY

Goal 2: Natchitoches Parish will increase student achievement proficiency* in the areas of ELA and social studies. (*Proficiency = Mastery or Above performance on LEAP 2025)

| Objectives | | | | |
|---|-----------|-----------|-----------|-----------|
| ELA | | | | |
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
| Grade 3-8 ELA Proficiency will increase | 36% | 40% | 50% | 60% |
| Grade 3 ELA proficiency will increase | 38% | 40% | 50% | 60% |
| Grade 4 ELA proficiency will increase | 31% | 40% | 50% | 60% |
| Grade 5 ELA proficiency will increase | 34% | 28% | 40% | 60% |
| Grade 6 ELA proficiency will increase | 28% | 42% | 52% | 60% |
| Grade 7 ELA proficiency will increase | 41% | 44% | 54% | 60% |
| Grade 8 ELA proficiency will increase | 46% | 47% | 55% | 60% |
| English I proficiency will increase | 31% | 30% | 51% | 60% |
| English II proficiency will increase | 38% | 33% | 52% | 60% |
| SOCIAL STUDIES | | | | |
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
| Grades 3-8 Social Studies Proficiency will increase | 25% | 24% | 39% | 60% |
| Grades 3 Social Studies Proficiency will increase | 20% | 22% | 37% | 60% |
| Grades 4 Social Studies Proficiency will increase | 21% | 23% | 38% | 60% |
| Grades 5 Social Studies Proficiency will increase | 23% | 18% | 34% | 60% |
| Grades 6 Social Studies Proficiency will increase | 21% | 18% | 34% | 60% |
| Grades 7 Social Studies Proficiency will increase | 31% | 30% | 45% | 60% |
| Grades 8 Social Studies Proficiency will increase | 35% | 31% | 46% | 60% |
| U.S. History Proficiency will increase | 25% | 34% | 49% | 60% |

| What action is taking place? | When is the action taking place? | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
|--|--|--|--|-----------------------------------|
| *PD for high schools on Learnzillion platform | Summer 2022- Occured in May 2022 | Zoom | >ELA Teaching and Learning Specialists > Instructional Specialist >School leaders | |
| *Science of Reading training- Began in 2021-2022 School Year- Will finish in Summer 2023 | Vaughn, Fairview, and Weaver ELA teachers | >Zoom >School Sites | ELA Teaching and Learning Specialist >School leader | |
| *Science of Reading training- Will complete during the 2022-2023 School Year | Weaver- NSU E-Lab, Marthaville, Provencal, Magnet, and Goldonna | >Zoom >School Sites | >ELA Teaching and Learning Specialist >School leader | |
| *District Assessment Guidance | April-Summer | District team | District team | |
| *Social Studies Standards 2022 training | | | | |
| *Social Studies Scope and Sequence | | | | |
| *DBQ training and implementation | | | | |
| *Proficiency exams | | | | |
| *Goal setting and progress monitoring | Fall 2022-Spring 2023- K-3 PM using Acadience- 3-8 PM using Core 5/Power UP/Mind Play 9-12 PM using Isteep every 2 weeks | >Cluster Meetings >Instructional Leadership | >Instructional Leadership Teams >ELA Teaching and Learning Specialist >Instructional Specialists | |
| *Updates on guidebooks (writing) | Summer 2023- ILC will fully implment in LZ platform | >Zoom >Cluster Meetings | >ELA Teaching and Learning Specialist >Learnzillion | |

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| *Comprehension (standards based assessments) | 2022-2023 school year | >School Sites >Cluster Meetings | >Instructional Specialists >Instructional Leadership | |
| *Writing (standard based) | 2022-2023 school year | >School Sites >Cluster Meetings | >Instructional Specialists >Instructional Leadership Teams | |

MATH & SCIENCE PROFICIENCY

Goal 3: Natchitoches Parish will increase student achievement proficiency* in the areas of math and science. (*Proficiency = Mastery or Above performance on LEAP 2025)

| Objectives | | | | |
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| MATH | | | | |
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
| K-2 Math | | | | |
| Kindergarten Math | | | | |
| Grade 1 Math | | 50% | | 60% |
| Grade 2 Math | | 50% | | 60% |
| Grade 3-8 Math Proficiency will increase. | 27% | 30% | 44% | 60% |
| Grade 3 Math proficiency will increase | 44% | 44% | 52% | 60% |
| Grade 4 Math proficiency will increase | 36% | 35% | 50% | 60% |
| Grade 5 Math proficiency will increase | 33% | 26% | 41% | 60% |
| Grade 6 Math proficiency will increase | 29% | 29% | 44% | 60% |
| Grade 7 Math proficiency will increase | 31% | 24% | 39% | 60% |
| Grade 8 Math proficiency will increase | 40% | 24% | 39% | 60% |
| Algebra I proficiency will increase | 24% | 39% | 51% | 60% |
| Geometry proficiency will increase | 14% | 30% | 45% | 60% |
| SCIENCE | | | | |
| | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
| Grades 3-8 Science Proficiency will increase | 20% | 25% | 40% | 60% |
| Grades 3 Science Proficiency will increase | 20% | 25% | 40% | 60% |
| Grades 4 Science Proficiency will increase | 18% | 29% | 40% | 60% |
| Grades 5 Science Proficiency will increase | 26% | 27% | 40% | 60% |
| Grades 6 Science Proficiency will increase | 17% | 25% | 40% | 60% |
| Grades 7 Science Proficiency will increase | 18% | 23% | 38% | 60% |
| Grades 8 Science Proficiency will increase | 18% | 25% | 40% | 60% |
| Biology Proficiency will increase | 22% | 5% | 34% | 60% |

| What action is taking place? | When is the action taking place? | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
|--|----------------------------------|---|--|-----------------------------------|
| *Implement lesson annotation for high school math teachers based on critical attributes from cluster cycles. | Fall 2022 | School Sites | Instructional Leadership Teams | |
| *Develop and communicate math and science district curriculum map. | Spring 2022 | District level | >District Team >Math and Science Teaching & Learning Specialist | |
| *Review scope and sequence for math instruction in K-12. | Summer 2022 | District level | >Math Teaching & Learning >District Team | |
| *Based on Geometry data consider exploring other curriculum options for Geometry. | Summer 2022 | Examine Lead Data District level | >Math Teaching & Learning >Pilot Teachers | |
| *Create a math team to develop math WIN resources for high school math (repeaters and acceleration plan). | Summer 2022 | District level | >Math Teaching & Learning Specialist >District Lead Teachers | |
| *Compare end of year STAR 360 and proficiency exams to LEAP 2025 results. | Summer 2022 | District level | >Math Teaching & Learning >Instructional Leadership Team | |
| *Monthly learning protocols for Springboard and Geometry Patterson. | Fall 2022 | District level Tiered Support- School Sites | >Instructional Leadership Teams >District Team | |
| *Implement math WIN. | Fall 2022 | School Sites | >Instructional Specialists >Math Teaching & Learning Specialist | |
| *New math teacher support year 1. | Fall 2022 | >At individual schools >District level | >Math Teaching & Learning Specialist >Instructional Leadership Team | |

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|--|-----------|----------------------------------|--|--|
| *Implement Amplify Science & K-8 Science | 2022-23 | >School Sites >District Level | >Math Teaching and Learning Specialist >Instructional Leadership Team | |
| *Pilot Tier 1 Geometry | Fall 2022 | NCHS | >NCHS Teacher >External Curriculum Support >Math Teaching & Learning Specialist | |
| *Review scope and sequence for science instruction in K-12. | Summer 22 | District level | >Science Teaching & Learning Specialist >District Team | |
| *Pilot Pearson Science | Fall 2022 | NCHS | >NCHS Teacher >External Curriculum Support >Science Teaching & Learning Specialist | |
| *Create a Biology science proficiency test question team to develop proficiency exams. | Fall 2022 | NCHS and Lakeview | >NCHS Teachers >Lakeview Teachers > Science Teaching and Learning Specialist. >School-based instructional specialists | |
| *Create grades 3-8 science proficiency test question teams to develop proficiency exams. | 2022-23 | District wide | >Science Teaching & Learning Specialist >District Team | |

LITERACY

Goal 4: Natchitoches Parish will increase the literacy rate.

| Objectives | | | | |
|------------|--------------------------|--------------------------|---------------------|---------------------|
| | 2020-2021 Performance | 2021-2022 Performance | 2022-2023 Target | 2023-2024 Target |
| | 35% | 40% | 70% | 100% |

| What action is taking place? | When is the action taking place? | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
|---|---|---|---|---|
| *LETRS/AIMS training*Science of Reading training- | 2022-2023 year | School Sites | >ELA Teaching and Learning Specialist >School leaders | |
| *Review Tier III Teacher Effectiveness | 2022 | Committee/Data | >ELA Teaching and Learning Specialist | |
| *Review WIN Guidance and update resources | Updated in April 2022 | Committee/Data | >ELA Teaching and Learning Specialist | |
| *Reflection Survey of improvement for WIN Tier I expansion | April/May 2022 | Committee/email survey data | >ELA Teaching and Learning Specialist | |
| *Tier II Accelerate Training | Summer/Fall 2022 IS delivered PD to their Tier II teachers per our summer meetings. | Central Office | >ELA Teaching and Learning Specialist >Appoint ELA person | |
| *Birth -12th grade literacy plan | Spring 2022- Written and will be updated as new guidance comes out- all documentation for 2022 school year has been collected | Central Office | >Literacy team >District team | |
| *Build literacy goal tracking into QDR process | 2022-2023 school year | QDR tracker | >Instructional Leadership Team >ELA Teaching and Learning Specialist | |
| *EL/Learnzillion/Acadience/iSTEOP to guide what students know | Summer/Fall 2022 PD | Central Office | >ELA Teaching and Learning Specialist | |
| *Implementation of Expeditary Learning Phonics | 2022-2023 school year- Fully implmented | Summer/School year | >ELA Teaching and Learning Specialist >Cluster Leaders | |

GRADUATION RATE

Goal 5: Natchitoches Parish will increase the cohort graduation rate.

| Objectives | | | | | |
|---------------------------------------|--------------------------|--------------------------|------------------------|--------------------------|--------------------------|
| | 2020 Graduates | 2021 Graduates | 2022 Graduates | 2023 Graduates | 2024 Graduates |
| | 2020-2021 Performance | 2021-2022 Performance | 22-2023 Performance | 2023-2024 Performance | 2024-2025 Performance |
| Graduation rate index will increase. | 94.9 | 100.0 | 105.0 | 115.0 | 125.0 |
| Cohort graduation rate will increase. | 85.4% | 90.0% | 91.0% | 93.0% | 95.0% |

| What action is taking place? | When is the action taking place? | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
|---|----------------------------------|-----------------------------------|-------------------------------------|-----------------------------------|
| *Continue to institute quarterly monitoring plan for cohort tracking of 4 cohorts (graduation requirements, pathways, certifications, April Dunn, credit recovery, at risk students, etc) | Quarterly | School Sites | >Instructional Leadership Teams | Perkins |
| *Credit recovery, unit recovery and proficiency process and guidance | Ongoing | School Sites | >School Counselors | Title I |
| *Transcript review teams at each site to be trained and implemented to review junior and senior transcripts each year | Quarterly | School Sites | >School Counselors >Teacher Team | N/A |
| *Research and plan an advisory/mentor program at each high school for all students | Monthly as needed | School Sites | >School leaders | N/A |

COLLEGE & CAREER READINESS

Goal 6: Natchitoches Parish will increase ACT and WorkKeys scores.

| Objectives | | | | |
|---|---------------------------------|-----------------------------------|--|-----------------------------------|
| | 2020-2021 Performance | 2021-2022 Target | 2022-2023 Target | 2023-2024 Target |
| Average ACT scores will increase. | 16.9 | 17.3 | 18.0 | 19.0 |
| | 2023-2024 Math Target | 2023-2024 English Target | 2023-2024 Science Target | 2023-2024 Reading Target |
| Content subtests averages of ACT will increase. | 18.0 | 20.0 | 18.0 | 18.0 |
| | 2020-2021 Performance | 2021-2022 Target | 2022-2023 Target | 2023-2024 Target |
| Average WorkKeys silver or above scores will increase. | 36% | 45% | 55% | 60% |
| What action is taking place? | When is the action taking place | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
| *9th Grade Pre-ACT Administration | Spring 2022 | School Sites | >District Testing Coordinator | Achieve |
| *10th-12th Grade ACT Administration | Spring 2022 | School Sites | >District Testing Coordinator | Achieve |
| *ACT instructional support development | Spring 2022 | School Sites | >Director of Operations | |
| *Upper course teachers: ACT educator certification | Summer 2022 | School Sites | >Director of Operations | N/A |
| *All student goals (setting and tracking) in upper classes tied to ACT subtests with three progress tracking events per year. | Fall 2022 | School Sites | >School Instructional Leadership Teams | N/A |
| *Middle School WIN opportunity | Fall 2022 | School Sites | >Director of Operations | N/A |
| *Begin cluster work surrounding ACT and WorkKeys | Fall 2022 | School Sites | >School Instructional Leadership Team | N/A |
| *Academic Banners | Fall 2022 | School Sites | >School Instructional Leadership Teams | N/A |
| *Support ACT through Pupil Progression Plan Revisions | Spring 2023 | School Sites | >Director of Operations | Title I |
| *8th Grade Pre-ACT | Spring 2022 | School Sites | >District Testing Coordinator | Achieve |
| *4 to 5 years tracking | Fall 2022 | District Office | >Director of Operations | N/A |

ADVANCED STUDIES

Goal 7: Natchitoches Parish will increase in the area of Advanced Studies that align to an improved strength of diploma.

| Objectives | | | | |
|---|--------------------------|---------------------|---------------------|---------------------|
| | 2020-2021 Performance | 2021-2022 Target | 2022-2023 Target | 2023-2024 Target |
| Percentage of AP scores of 3 or higher will increase. | | | | |
| Percentage of qualifying scores on AP and CLEP exams will increase. | | | | |
| Percentage of community service endorsements will increase. | 0% | 50% | 60% | 70% |
| Increase the number of students enrolled in K-16 Pre-Education Pathway. | 0 | 5 | 15 | 20 |
| Increase the number of students enrolled in the Natchitoches MED healthcare pathways. | 0 | 0 | 15 | 20 |

| | Cohort of Students | | | |
|---|------------------------------------|-------------------------------|-------------------------------|-------------------------------|
| | 2020 Graduates Performance 2021 | 2021 Graduates Target 2022 | 2022 Graduates Target 2023 | 2023 Graduates Target 2024 |
| Increase the strength of Diploma index. | 98.2 | 95.0 | 110.0 | 125.0 |

| What action is taking place? | When is the action taking place? | Where is the action taking place? | Who is responsible for the action? | What funding source will be used? |
|---|----------------------------------|-----------------------------------|---|-----------------------------------|
| *Cohort Tracking Training | Monthly 2022-2023 | District Office | >Counselors >Director of Operations | Perkins |
| *IGP Process for each school | Spring 2022 | School Sites | >9th Grade Reps >Director of Operations | N/A |
| *AP/Pre-AP Training | Summer 2022 | TBD | >Schools >Director of Operations | Title II |
| *AP goal setting and progress monitoring | Quarterly | QDR | >School leaders | N/A |
| *AP exam administration | May 2022 | School Sites | | DSS |
| *CLEP exam administration | Monthly 2022-2023 | School Sites | >School leaders | DSS |
| *Establish communitty service committee | Summer 2022 | District Office | >Director of Operations | Achieve |
| *Implementation of course guides | Spring 2022 | School Sites | >School leaders | N/A |
| *Student career exploration: Virtual Job Shadow | Fall 2022 | School Sites | >Director of Operations | Perkins |
| * Meaningful Diploma cluster established | Spring 2023 | School Sites | >Director of Operation | N/A |
| *Career compass support for FASFA completion | Quarterly 2022-2023 | School Sites | >Director of Operations | Achieve |
| *Implement CS App | | School Sites | >Director of Operations | Achieve |
| *Track healthcare goals & IBC's | Spring 2022 | District Office | >Director of Operations >School Instructional Leadership Teams | N/A |
| *Offer Pharmacy Tech | Fall 2022 | School Sites | >School Counselors | CDF |
| *Offer EMT | Fall 2022 | School Sites | >School Counselors | SCA |