



## IV. Promote a Safe Environment for Students and Staff

*Priority - Create a safe environment for students, staff, families, and community members through a shared vision that includes all stakeholders.*

**Objective 1.** Explore, implement, and communicate security measures that provide safeguards for the learning environment, using the latest technology.

**Objective 2.** Implement, provide, and communicate programs that will ensure that students understand shared responsibility and have necessary coping skills.

**Objective 3.** Implement, provide, and maintain instructional facilities that support a safe, healthy, and comfortable learning environment in a growing community.

**Objective 4.** Implement and promote a collaborative approach to school and community safety.

## Northside Independent School District

5900 Evers Road  
San Antonio, Texas 78238-1606  
(210) 397-8500  
[www.nisd.net](http://www.nisd.net)

### Administration

**Brian T. Woods, Ed.D.**  
*Superintendent*

**Ray Galindo**  
*Deputy Superintendent  
for Administration*

**Linda Mora, Ph.D.**  
*Deputy Superintendent  
for Curriculum & Instruction*

**Oscar Cardenas**  
*Deputy Superintendent  
for Business & Finance*

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# 2013-2018 Strategic Plan

October 2013



## Vision

Our students will be principled, knowledgeable individuals who maximize their potential to make positive contributions to society.

## Mission

The Northside Independent School District and our community will provide innovative, high-quality, diverse learning experiences for all students in an ever-changing world.

## Beliefs

- Public education is a bridge to creating productive members of society.
- Every individual is entitled to an emotionally and physically safe and respectful learning environment.
- Each student deserves equal and equitable access to a quality education.
- A commitment to student success is a shared responsibility among students, parents, educators, and the community.
- Students learn best when they are active participants in their own learning.
- The more connected families are in the educational process, the more successful the student will be.
- Meaningful relationships among parents, educators, and the community foster student success.
- Core academics, the arts, career & technology, electives, and extracurricular activities are crucial to a well-rounded education.
- Schools create conditions that prepare students to be critical thinkers and problem solvers.

## I. Promote Community Involvement

*Priority - Expand an integrated system of community relations and communications that provides opportunities to establish and strengthen District relationships and partnerships.*

**Objective 1.** Recruit and retain active and supportive businesses and educational institutions to build mutually beneficial relationships that promote mentoring, internship opportunities, and financial support.

**Objective 2.** Provide opportunities to foster positive relationships between parents, community, and schools.

**Objective 3.** Establish and expand initiatives that promote effective community relations and meaningful two-way communications with all stakeholders.

**Objective 4.** Expand comprehensive programs and partnership opportunities that foster classroom innovation that encourages educators to continually enhance student learning.

## II. Educate Diverse Learners

*Priority - Provide meaningful learning opportunities for the District's diverse student population.*

**Objective 1.** Provide research-based curriculum that is focused on state standards and identify and provide effective instructional practices in all NISD classrooms.

**Objective 2.** Expand and communicate opportunities for enrichment and intervention for all students.

**Objective 3.** Implement systems to promote the development of student leadership, critical thinking, and self-management skills.

**Objective 4.** Develop and implement processes for vertical collaboration across bands of stakeholders.

**Objective 5.** Provide rigorous, complex, and meaningful learning that promotes readiness for post PK-12 experiences.

**Objective 6.** Utilize technology in advanced and innovative ways to support instruction and facilitate learning.

**Objective 7.** Use data to inform and drive instructional decision-making.

## III. Hire, Develop, and Retain Quality Staff

*Priority - Hire, retain, cultivate, and promote high quality personnel.*

**Objective 1.** Implement and evaluate a sound employment process for recruiting, screening, and hiring effective personnel.

**Objective 2.** Provide targeted professional development and training with ongoing, classroom-embedded support that enhances employee job performance and student learning.

**Objective 3.** Develop a framework for identifying, nurturing, and developing leaders across the District.

**Objective 4.** Maintain a compensation package and a benefits plan that are competitive.

