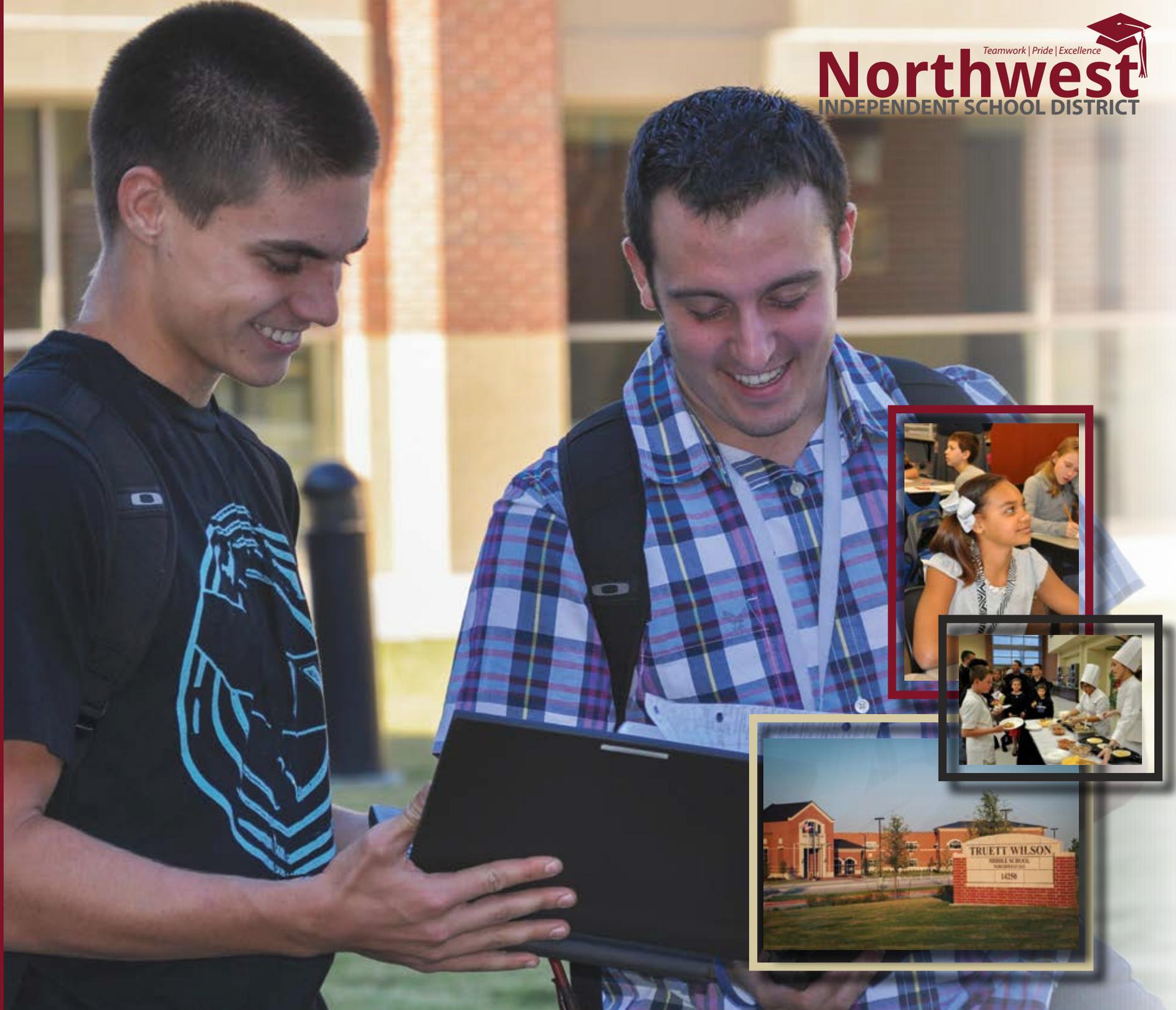


2013 Annual Report





# Table of Contents

- 2** Belief, Vision, Mission and Goals
- 3** NISD At-A-Glance
- 4** School Board
- 6** Points of Pride
- 8** Successful Learners
- 14** Quality Staff
- 18** Communication & Community Engagement
- 22** Learning Environment
- 26** Resources
- 28** Looking Ahead

## Superintendent's Message

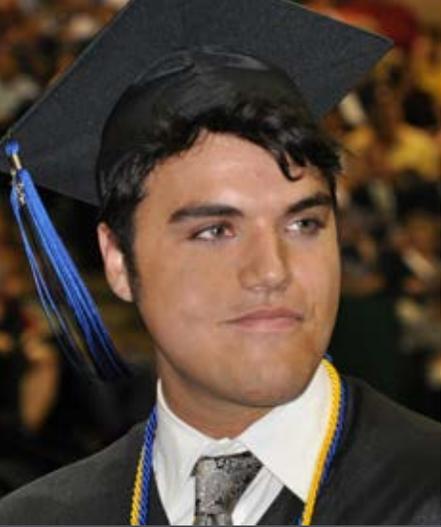
At the heart of Northwest ISD is the desire to prepare students for a successful future. This book is designed to help tell the story of how we provide opportunities for our learners, how we help build a strong community, and how we effectively manage our day-to-day operations.

Throughout this publication, you'll see evidence of how we've taken a strategic approach toward reaching our goals. It will be immediately evident that our goals directly reflect our vision for every student to be future ready. With academic and extracurricular programs intentionally designed to prepare students for success, we are on a path to transforming education and transforming lives. In this report, you'll read about these programs and how Northwest ISD is creating opportunities for our students. You'll see pictures that depict high-quality instruction and high-level learning, and you'll see illustrations that highlight the effectiveness and efficiencies of our entire system.

Our 2012 story included a number of occasions that solidified Northwest ISD's reputation as a leader among public schools in Texas. Two of those moments came when the Board of Trustees was named a State Honor Board and when we were identified by the Commissioner of Education to be a part of the Texas High-Performance Schools Consortium. We welcome the challenge that comes with those prestigious designations, and we welcome the opportunities that lie ahead as our story continues to unfold.

Together for the Students of NISD,

Karen G. Rue, Ed.D.  
Superintendent of Schools



# Mission

Northwest ISD, in partnership with parents and community, will provide all students a premier education, preparing them to be successful, productive citizens.



# Core Beliefs

1. Kids come first.
2. Continuous improvement is critical for success of the Northwest Independent School District.
3. The success of each student is the shared responsibility of students, families, schools, and communities.
4. Environment influences learning.

# Strategic Goals

## Goal 1

Northwest ISD will provide premier programs to ensure that all students are successful learners.

## Goal 2

Northwest ISD will recruit, develop, retain, and recognize an exceptional, highly motivated staff to optimize student engagement and learning.

## Goal 3

Northwest ISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

## Goal 4

Northwest ISD will provide premier facilities and support systems that enhance a positive learning environment and foster student and community pride.

## Goal 5

Northwest ISD will invest resources to ensure that students, parents, and the community receive optimal educational services.



# Vision

The best and most sought-after school district where every student is future ready:

- Ready for college
- Ready for the global workplace
- Ready for personal success

# NISD At-A-Glance

Every student future ready

## Communities in Northwest ISD Boundaries

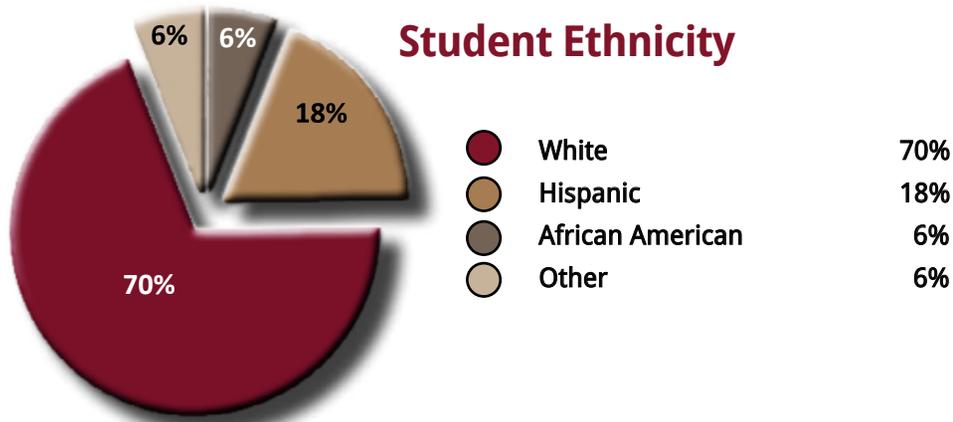
Northwest ISD serves families in 14 different communities, spanning 234 square miles and parts of three counties (Denton, Tarrant and Wise).

### NISD serves all of:

- Aurora
- Haslet
- Justin
- Newark
- Rhome
- Roanoke
- Trophy Club

### NISD serves portions of:

- Flower Mound
- Fort Worth
- Keller
- New Fairview
- Northlake
- Southlake
- Westlake



## Enrollment by Schools

(as of December 2012)

*17,813 Students*

### Elementary School

Beck Elementary.....	708
Granger Elementary.....	882
Haslet Elementary.....	507
Hatfield Elementary.....	438
Hughes Elementary.....	575
Justin Elementary.....	515
Lakeview Elementary.....	495
Love Elementary.....	569
Nance Elementary.....	463
Peterson Elementary.....	627
Prairie View Elementary.....	445
Roanoke Elementary.....	812
Schluter Elementary.....	419
Sendera Ranch Elementary.....	562
Seven Hills Elementary.....	535
Thompson Elementary.....	438
<b>Total Elementary School.....</b>	<b>9,000</b>

### Middle School

Chisholm Trail Middle.....	875
Medlin Middle.....	892
Pike Middle.....	755
Tidwell Middle.....	912
Wilson Middle.....	673
<b>Total Middle School.....</b>	<b>4,107</b>

### High School

Byron Nelson High School.....	2,106
Northwest High School.....	2,455
Steele Accelerated High School.....	94
Denton Creek.....	35
Special Programs Center.....	16
<b>Total High School.....</b>	<b>4,706</b>





## **Team of Eight**

The Northwest ISD Board of Trustees and district superintendent participate in annual leadership training to focus on ways to move from effective to outstanding. They conduct self-studies, set goals, review board policies and procedures, and examine their roles and responsibilities. The team building helps enhance the effectiveness and efficiency of the board-superintendent partnership and forges the "Team of Eight" into a cohesive group that serves the best interests of NISD students.

## **Election Information**

School board members are elected to a three-year term of office. On a 2-2-3 rotating basis, board seats are filled during the May elections. All board members are elected at large. While candidates run for specific places, they do not represent specific geographical areas; rather, each represents NISD at large.

Following the annual election, the board elects a president, vice-president and secretary to serve for a one-year term. Candidates to the Board of Trustees must conform to the requirements of the Texas Education Code.

## **Board of Trustees**

*from left to right*

Daryl Laney, D.C., Board Member

Kerry Jones, Board Member

Judy Copp, Board Member

Mark Schluter, Secretary

Devonna Holland, Board Member

Mel Fuller, President

Josh Wright, Vice President

# 2012 State Honor Board

Of the 1,032 public school districts in Texas, the Northwest ISD Board of Trustees was named a Texas Honor Board in the fall of 2012. The NISD board was selected by the Texas Association of School Administrators for its unwavering commitment to the district's vision, core beliefs, mission and goals.

The NISD Board of Trustees has only one agenda—what's best for children. The trustees have effectively unified as a cohesive board and continue to make decisions in the best interest of students, staff and community. As a board, they have raised the district's levels of expectations to new heights, and through their example, district staff work tirelessly to achieve them. Guided by their leadership, NISD administrators and teachers are initiating transformational changes across the district. Students and campuses exceed expectations and earn recognition for student achievement, innovations in instructional technology and more. This is all a result of the board's vision to graduate future-ready students.

The Honor Board title is a direct reflection of the board's dedication and unified vision for the students and district. Only five school boards earn this distinction in any given year and the staff of Northwest ISD is proud to be led by a 2012 Texas Honor Board.

**41 years** of  
combined  
school board  
service

**1 of 5** Texas  
Honor Boards

This year, board  
members logged  
**130+ hours** of  
continuing education.



# 2012 Points of Pride

Superintendent Karen G. Rue, Ed.D. is among the **Top 50 Innovators in Education** for the Center for Digital Education's *Converge* Yearbook.

Northwest High School seniors Damon King, Cassidy Knight and Matthew Walker are among the approximately 16,000 semifinalists in the 58th annual **National Merit Scholarship Program**.

The class of 2012 earned a combined total of more than **\$14 million in scholarships**.

23 Northwest ISD students received an **athletic scholarship** and signed their NCAA Letter of Intent to play collegiate sports.

Superintendent Karen G. Rue, Ed.D. received the 2012 **Bayard H. Friedman Hero Award** as the most outstanding superintendent in north Texas.

Northwest High School social studies teacher Charles Cooper the **Outstanding North Texas Educator award** sponsored by North Central Texas College. Cooper was also selected as one of 11 teachers in the state to receive the **2012 Outstanding Teaching of the Humanities Award** from Humanities Texas.

Haslet Elementary School was named the national runner-up in the **Learning Forward's Sirley Hord Learning Team Award**. Haslet Elementary Principal Michael Griffin along with four teachers presented details of their award winning professional learning community at the 2012 Learning Forward Annual Conference in Boston.

Northwest ISD placed seventh in the large student population district category for the Digital School Districts Survey Awards. Last year, Northwest ISD was selected as the winner of the **District Excellence Award** for Digital Learning.

The Byron Nelson High School and Northwest High School **Technology Student Association teams** each received eight Best in State awards at the 53rd Annual Technology Student Association State Contest.

Chisholm Trail Middle School, Seven Hills and Clara Love elementary schools have been recognized as **Pearson National Model Schools**. The program recognizes schools that have successfully implemented school-wide improvement efforts to reduce the achievement gap and make high academic standards a reality for all students.

Kay Granger Elementary School is one of two elementary schools in Texas named a **2012 State School of Character** by the Texas Elementary Principals and Supervisors Association (TEPSA).

Gene Pike Middle School was named a 2012 Texas **"School to Watch."** This is the second consecutive year a middle school in NISD has received this honor.



# 2012 Points of Pride

The Byron Nelson High School Academy of Culinary Arts and Hospitality students earned **first place** in the category of Restaurant Management in the **National ProStart Invitational** held in Maryland.

Northwest ISD has earned a 4.5 star rating in the **Financial Allocation Study for Texas (FAST)** report for low cost, high efficiency operations. The district received a rating of "Superior Achievement" under **Texas' Schools FIRST** financial accountability rating system for the eighth consecutive year.

The Northwest Independent School District budget document has been awarded the **Meritorious Budget Award** by ASBO for the fiscal years 2001-2002 through 2011-2012 and the **Distinguished Budget Presentation Award** by GFOA for the fiscal years 2002-2003 through 2011-2012.

The Northwest Independent School District Comprehensive Annual Financial Report has been awarded the **Certificate of Excellence in Financial Reporting** by ASBO Excellence in Financial Reporting by GFOA for the fiscal years ending June 30, 2002 through 2011.

Northwest ISD received the **Award of Merit for Purchasing Operations** with Recognized Status from the Texas Association of School Business Officials for the third consecutive year.

**Good grades and perfect attendance** earned one lucky Northwest ISD student a 2012 Camaro and 24 others a free Dell Inspiron Laptop through the 2012 student incentive program, **Strive N Drive**, sponsored by Moritz Chevrolet, Dell, Byron Nelson High School, Northwest High School, Steele Accelerated High School and the Northwest ISD Partners in Education program.

The NISD Partners in Education program has recognized more than **50 official partners** this year with a dedicated commitment to Northwest ISD students and a partnership with the school district.

Gene Pike Middle School seventh-grader Hayleigh Hutyra and John M. Tidwell Middle School student Emily Lites have been named **Distinguished Finalists in the Texas Youth Volunteers** program by the Prudential Spirit of Community Awards.

The 2011-2012 school year marked great success for Northwest ISD athletes, with 13 teams and 116 individuals advancing to **district UIL sports** competitions and beyond. Seventeen individuals and one team qualified for state tournaments and championships.

Northwest ISD music groups accumulated a record-setting number of "**Sweepstakes**" awards, with 23 ensembles receiving this high competition score.

The Byron Nelson High School Future Farmers of America team received five first place awards and the Northwest High School **Future Farmers of America** team received four first place awards in the state contest.

The Northwest ISD communications department has been recognized statewide and across the nation for **Excellence in School Public Relations and Communications Efforts**.



**Goal 1: Successful Learners**  
Northwest ISD will provide premier programs to ensure that all students are successful learners.



## Overview

Northwest ISD has strategically developed and established comprehensive systems designed to help students achieve at high levels. With a belief that all students will graduate both college and career ready, programs are in place to ensure there is a clear, aligned curriculum and professional development that focuses on high student success. The systemic approach has resulted in steady academic achievement growth for NISD students.

Graduates will need to transfer their knowledge, understanding and skills to new situations in different forms throughout their careers. With each significant change in a global society, high school graduates will need to adapt, learn and relearn. Northwest ISD engages students in rigorous and relevant curriculum, instruction, assessment and technology applications to prepare them to be lifelong learners and have the skills needed to adapt and develop.

## Profile of a Graduate



In the past year, a team of NISD administrators and educators developed a comprehensive list of measurements that define the expectations for a student who graduates from an NISD school. The premise of the document is that as 21st century citizens, NISD students must be prepared with high levels of academic strength including literacy, digital skills, critical thinking, problem solving, collaboration and communication. The NISD Profile of a Graduate lists the specific skills and attributes for graduates to be future ready: ready for college, ready for the global workplace and ready for personal success.

## *A Digital District*

- *iPads at every school*
- *8,800 student netbooks*

### *Device-to-Student Ratio*

- *3:1 at Elementary Schools*
- *1:1 at Middle & High Schools*

### *Techno Showcases*

- *630 student presentations at Techno Expo '12*
- *398 teacher participants in Techno Palooza '12*

NISD keeps pace with the technologically-entrenched world in which we find ourselves, offering opportunities to our students and preparing them to be competitive and successful in a global marketplace.

## Project-Based Learning

Introducing high-quality project-based learning (PBL) into Northwest ISD has been a major goal in the comprehensive plan to prepare students to be future ready. Project-based learning is a key ingredient to achieving the outcomes outlined in the Northwest ISD Profile of a Graduate. The Profile details the expectations for a 21st century high school graduate, the development and testing of core rubrics and summative assessments aligned with 21st century learning skills, and the design of a Digital Graduate Portfolio to provide ongoing support and evaluation of student success.

With the Profile of a Graduate as a foundation for principles, all of the curriculum coordinators, instructional facilitators and many other teachers have been trained in PBL protocols and expectations. This group produced more than 20 fully-implemented PBL units in the spring of 2012 and the PBL units have been embedded into the curriculum for the 2012-2013 school year. These units include rubrics for both content standards and performance-based skills.

The PBLs require a commitment to inquiry, 21st century skills mastery and common core curriculum principles. Through extensive, well-supported professional development in project-based learning for all teachers, NISD is providing teachers with ample time and support to develop capacity and experience in PBL.



Students in the Academy of Medical Professions

## Outdoor Learning Center

The Northwest ISD Outdoor Learning Center (OLC) is focused on providing living laboratories that develop students' knowledge and skills in a way that adds value to their everyday experiences in the classroom. Northwest ISD purchased the 193-acre site to provide students with hands-on learning experiences in a beautiful, natural setting. The OLC offers opportunities for students in all grade levels and it is now used for the fifth-grade outdoor learning experience that had previously required students to travel to Camp Grady Spruce on Possum Kingdom Lake. With the curriculum and natural setting of the OLC, NISD students can now gain the same experiences without having to travel outside of the school district's boundaries.



Teachers and students are engaged in the learning process at the OLC, where the curriculum comes to life.



4,000-plus students visited the OLC between October and December 2012.

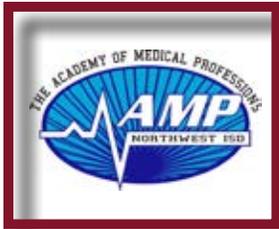


The OLC provides living laboratories that develop students' knowledge and skills in a way that adds value to their everyday experiences in the classroom.

# Career Academies



The Academy of Media Arts and Technology offers three tracks of study: Television & Filmmaking, Graphic Design & Photography and Video Game Design. The Media Technology Track provides an in-depth study of the Media Arts including the following areas: Television Production, Filmmaking and Digital Broadcast Graphics.



The Academy of Medical Professions adopted the "Project Lead The Way" Biomedical Science curriculum which is a hands-on, real-world problem-solving approach to learning. Students explore the concepts of human medicine and are introduced to bioinformatics, including mapping and analyzing DNA.



The Academy of Science, Technology, Engineering and Mathematics offers a unique classroom experience by incorporating cross-curricular projects and authentic learning experiences that are not part of a traditional classroom. STEM introduces students to the disciplines of engineering and engineering technology, with the appropriate scope and rigor for entering college.



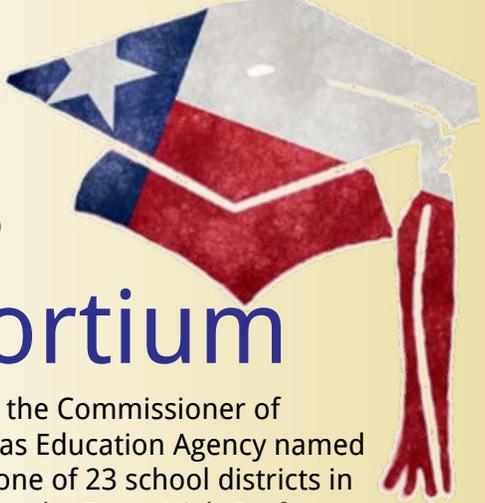
The Academy of Culinary Arts & Hospitality gives students an opportunity to experience culinary arts and hospitality in a hands-on laboratory environment. Under the supervision of industry professionals, students learn culinary skills in our state-of-the-art culinary facility and Byron Bistro.



The Academy of Cosmetology, which opened in August 2012, provides students with opportunities to gain significant first-hand experiences and to become certified as cosmetologists after a four-year plan of study. Students will engage in trainings focused on business and entrepreneurship as well as participate in lab and practicum coursework.



# Texas Consortium



In the fall of 2012, the Commissioner of Education and Texas Education Agency named Northwest ISD as one of 23 school districts in the state selected to the Texas High-Performance School Consortium. Created by Senate Bill 1557 in the 82nd Legislative Session, the Consortium is charged with informing the governor, legislature and Commissioner of Education concerning methods for transforming public schools through the development of innovative, next-generation learning standards, assessment and accountability systems.

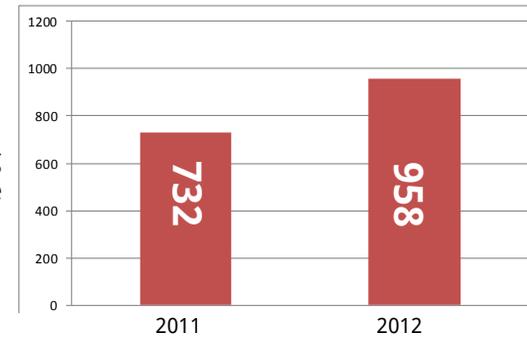
Northwest ISD's selection to the Consortium was the result of an extensive application process completed in the summer of 2012. NISD's participation in the High-Performing Schools Consortium is evidence that the district embodies the principles, objectives, and transformative vision needed to transform education. As a recognized leader in designing and implementing next generation, 21st century systems of learning, NISD is well prepared to contribute to the Consortium and help shape legislative initiatives to reinvent accountability and learning standards in the state of Texas.

Prior to being selected to the Consortium, the Northwest ISD Board of Trustees demonstrated its position on high-stakes standardized testing by passing a resolution in February 2012 that asked the Texas legislature to reexamine the accountability system in Texas and to develop a system that truly measures student learning.

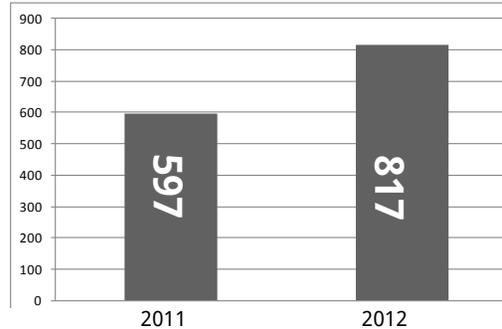
## College Ready

Northwest ISD offers 23 Advanced Placement (AP) and Pre-AP courses, designed to provide students with challenging learning opportunities in an environment that focuses on meaningful discussions, problem solving and higher-level learning. The AP classes and exams give high school students university-level course experience, preparing students for success in college and beyond. The number of Northwest ISD students who take AP courses and excel on AP exams continues to climb.

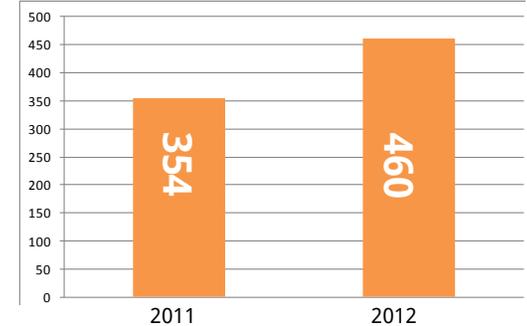
# of Students Enrolled in At Least One AP Course



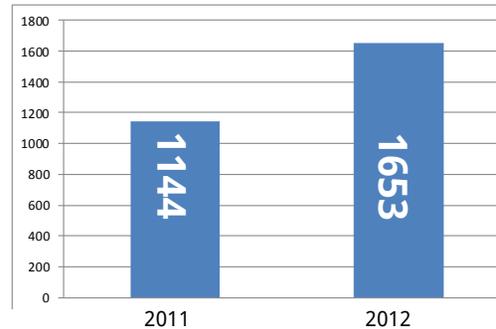
# of Students Who Took At Least One AP Exam



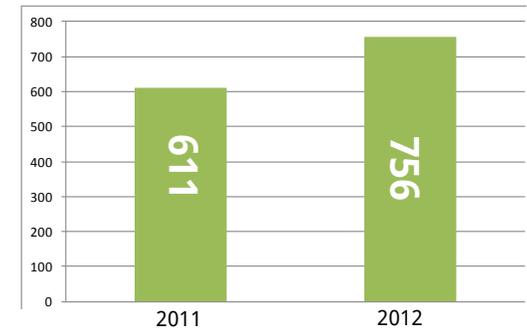
# of Students Who Scored At Least a 3, 4 or 5



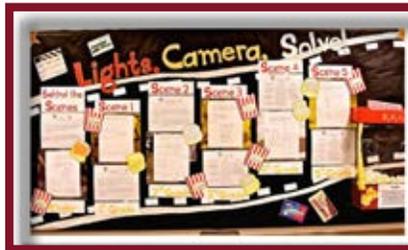
Total # of AP Exams Taken



# of Exams with a Score of 3, 4 or 5



## Standards-Based Bulletin Boards



In Northwest ISD, Standards-Based Bulletin Boards provide a window into the instruction of a classroom. The standards-based format moves bulletin boards from "fluff" to teaching and learning boards. The boards show the connection between a student's work, the standard the work was to meet and the assessment that was used to decide when work meets or exceeds the standard. Teacher commentary is critical to the learning process and helps provide students with the specific, timely feedback that is needed for success.

## Fine Arts

The vision of the Northwest ISD fine arts program is to be the premier school district in the state of Texas for the visual and performing arts. This vision is currently being realized through studies in the areas of art, band, cheer, choir, dance, debate, music, music theory, orchestra, speech and theatre. In addition, advanced placement courses are available to high school students in the areas of music theory, art history, drawing and sculpture.

*Fine Arts serves 85% of all NISD students*



*Students*

*1,341 Choir*

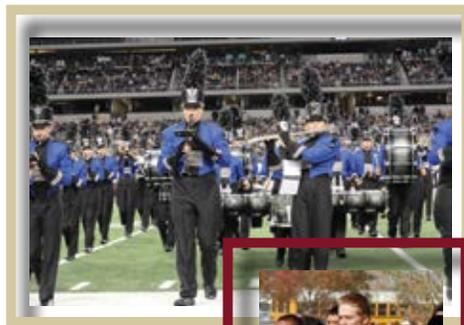
*1,464 Band*

*660 Orchestra*



*1,215 Theatre*

*1,610 Art*



## Athletics

The NISD health, physical education and athletics programs promote participation in physical activities and health-conscious behaviors that will contribute to positive attitudes toward exercise and a healthy lifestyle. Sports offered include football, volleyball, basketball, cross country, tennis, wrestling, swim/dive, soccer, softball, baseball, golf, track and athletic training. The department goal is to graduate student athletes who are critical thinkers, inspirational leaders, and are able to recognize the value of commitment and strong work ethic.

*12 Coaches of the Year*

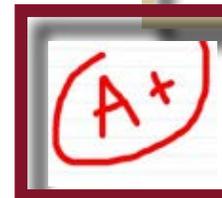
*3,491 Athletes*

*18 Playoffs Teams*



*272 Academic Awards*

*33 NCAA Scholarships*



## STAAR

State of Texas Assessments  
of Academic Readiness

In the spring of 2012, Northwest ISD, along with school districts across Texas, was introduced to a new state standardized testing program: STAAR (The State of Texas Assessments of Academic Readiness). STAAR replaced TAKS (the Texas Assessment of Knowledge and Skills) and brings a

new level of rigor to the state standardized testing system.

As demonstrated on past standardized tests, Northwest ISD officials anticipate students will succeed in STAAR as they have on previous state assessments. While NISD is committed to providing students with a rigorous curriculum that fosters creativity, innovation and problem-solving skills—not necessarily focused on multiple-choice tests—the district understands the state's current system requires students to

participate in standardized testing. To communicate its position on high-stakes standardized testing, the Northwest ISD Board of Trustees passed a resolution in February 2012 asking the Texas legislature to reexamine the accountability system in Texas and to develop a system that truly measures student learning. Northwest ISD was one of the first nine districts in the state to adopt such a resolution. By December, approximately 860 of the 1,032 school districts in the state have signed the document.

Following the resolution against high-stakes standardized testing, Northwest ISD was selected to participate in the Texas High-Performance Schools Consortium. The Consortium is a group of 23 school districts tasked with working toward educational transformation and informing the Commissioner of Education and Texas legislators about methods to improve student learning and accountability systems in the state.

## Goal 2: Quality Staff

Northwest ISD will recruit, develop, retain and recognize an exceptional, highly motivated staff to optimize student engagement and learning.



## Overview

Northwest ISD believes the teacher — working with the school staff, parents and administration — is the key to the student's success. To employ only the highest quality of teachers, Northwest ISD strives to recruit, develop and retain the best staff available. By combining one of the top starting salaries for teachers in the state of Texas, and providing thorough and rigorous teacher training program, NISD is able to select from the most qualified applicants. As a system that values its employees, Northwest ISD takes pride in having competitive salaries, a comprehensive benefit plan and wellness program as well as high-quality professional development opportunities for every level of employee.



## Staff Recognition

The district is committed to recognizing and rewarding excellence that reflects the district's mission and goals. Several recognition programs have been established to cultivate this much-deserved recognition and to maintain positive employee morale throughout the district. The district's Inspire Celebration is designed to recognize staff for their commitment

to inspire students and fellow educators. At the Inspire Celebration, the district recognizes Exemplar Educators from each campus and announces the Elementary and Secondary Teachers of the Year while also celebrating the accomplishments of the Employees of the Year and those who are retiring from NISD. At the 2012 Inspire Celebration, the district honored:

- **19** employees with 25 or 30 years of service to NISD  
total years of service **280**
- **19** retirees  
total years of service **523**
- **3** employees of the year
- **23** exemplar educators
- Elementary and Secondary *Teachers of the Year*



All teachers employed in NISD are Texas certified and meet the Highly-Qualified federal standards.

## Staffing

Northwest ISD uses a staffing model designed to produce excellence and encourage efficiency. In the past year, the Administrative Services team has managed and coordinated staffing adjustments to respond to reductions in funding while meeting the needs of high growth throughout the district. With increasing student enrollment across the district, and the recent opening of Truett Wilson Middle School, the Administrative Services team achieved the following:

- 289** new staff members hired
- 131** transfers processed
- 110** assignment changes

## Competitive Pay & Teacher Prep Programs

As a system that values its employees, Northwest ISD takes pride in having a competitive salary structure and benefit package. For first-year teachers with a bachelor's degree, Northwest ISD offers a starting salary of \$48,200, which is ranked among the top five starting salaries for new teachers in the region. For a first-year teacher with a master's degree, Northwest ISD's salary is ranked in the top three school districts in the area. To provide emerging teachers with opportunities to practice and hone their skills, NISD places student teachers with experienced educators in a number of NISD schools. In 2012, NISD hosted more than 120 student teachers representing approximately 10 universities and several teacher preparation programs.

# Professional Development

Staff at all levels have the opportunity to participate in valuable professional development designed to help employees perform at a high level while building capacity and new skills. For teachers, the district offers a staff development program that creates an understanding of content standards, rubrics, assessments and project-based learning. Northwest ISD is committed to educating, informing and guiding staff with timely information that ultimately helps prepare students for their future. Teaching staff has the opportunity to select from a variety of different training sessions offered throughout the year.

In addition to the high-quality professional development, NISD teachers are fully engaged

in Professional Learning Communities (PLCs) that are focused on continually improving instruction to ensure high levels of student learning. Teachers participate in district-level PLCs each semester and campus-based PLCs each week.

Campus and district administrators participate in state and nationally-recognized professional development opportunities designed to hone their skills and expose them to innovations in their field. Support staff has the opportunity to grow through professional development offered through NISD like the Office Managers Academy and other trainings throughout the year.



## Learner-Centered Training Programs



### National Institute of School Leadership (NISL)

Approximately 75 staff members – including all principals – have participated in this prestigious 18-month intensive learning program designed for instructional leaders. The district's third cohort is currently participating in the NISL training.



### LEAP and LEAD

In May 2012, the NISD Board of Trustees honored nearly 50 NISD teachers and other professionals who graduated from the district's LEAP (Leadership Experiences for Aspiring Principals) and LEAD (Leaders Experiencing Advanced Development) program. The district offers this two-year course of study to help staff develop strong educational leadership skills.



### Fred Jones Tools for Teaching

Each year, all new teachers participate in this three-day seminar designed to equip teachers with the skills to engage students in their learning.



### Workshop Instructional Model

All elementary teachers, and middle school math and language arts teachers, have been trained in the workshop model, which allows students the opportunity to collaborate and dialogue about their learning, resulting in increased performance and success.



### Coaching for Results

Approximately 80 teacher leaders are currently participating in this training, presented in seminar-style sessions that give teachers the tools to work with fellow educators to improve instruction. Coaching for Results has proved valuable in Professional Learning Communities throughout the district.



### Techno Palooza

NISD hosted the first annual Techno Palooza event in the summer of 2012. More than 400 teachers participated in this program designed to develop the best instructional technology strategies and foster learning with and through others. Those instructional models included flipped classrooms, Project Share and electronic portfolios training.

## NISD Clinic and Wellness

Northwest ISD is committed to providing an employee wellness program designed to improve employee health, productivity and well-being. To achieve this, the district offers a number of programs, a comprehensive medical plan and benefits package, partnerships with area health and wellness facilities and an on-site Employee Health and Wellness Center staffed with a physician and several certified clinical medical assistants. With a focus on wellness, Northwest ISD staff has the opportunity to participate in fitness courses designed especially for adults, led by NISD strength coaches and health teachers. The courses offer individual fitness assessments, personalized nutritional evaluations and strength and cardiovascular training.

### Overall Wellness

To encourage wellness among NISD staff, the district maintains a wellness website that includes health topics and videos. Health tips are provided in *The Source* staff newsletter, and NISD employees and family members also have access to health-related screenings for prostate and breast cancer as well as seasonal flu shots. The district also brings in mobile units for screenings like mammograms and has developed a strong partnership with the new Texas Health Harris Methodist Hospital Alliance that opened in 2012. For convenient benefits information, NISD staff can view information on the Employee Access Center or the customized benefits website maintained by Allegiance, the medical benefits plan provider.



The **Employee Wellness Center**, centrally located in Northwest ISD and managed through Care ATC, is self-funded through the employee insurance program. The center provides preventative and immediate care at no cost to the employee and their dependents who participate in the NISD medical plan.

### *Wellness Center At-A-Glance*

- **22.6 minutes** average appointment time
- **371** NISD staff members served per month
- **1,119 employees** participating in the medical plan
- **\$100s saved** in prescription costs annually

# Goal 3: Communication & Community Engagement

Northwest ISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.



## Overview

Effective communication and community engagement is critical for the success of the school district. Northwest ISD strives to provide internal and external communication that is honest, timely and consistent. Branding, marketing and publicity efforts are targeted to maintain Northwest ISD's position as a premier school district. To involve parents and community members, the district hosts a number of events and programs designed to increase the quality of engagement. The district also manages a number of corporate and community partnerships that are geared toward student and staff success.

## Branding NISD

In the past year, Northwest ISD implemented a multi-faceted branding campaign designed to promote the NISD identity. Marketing strategies were executed to solidify NISD's reputation as an educational leader and to create immediate recognition that elicits positivity, respect and admiration for the Northwest ISD brand. Several tactics were used, including the re-design of the campus and district websites, publications and stationary. To maintain the branding standards throughout the district, staff from the Communications Department developed branding guidelines and provided training to NISD employees.

## Community Feedback

Northwest ISD uses surveys as a research tool to gather feedback and foster two-way communication with a variety of stakeholders. Survey results help influence campus and district decisions. Whether the focus is on student learning, staffing needs or general satisfaction levels from parents and community, NISD values the feedback that surveys provide. With an emphasis on open dialogue and information sharing between the school district and the greater Northwest community, NISD surveys for 2012-2013 include:

- Opening of Schools Survey
- We Teach, We Learn Assessment
- Organizational Health Inventory
- Climate Surveys for Parents, Staff and Students
- Surveys for New Employees
- Employee Exit Interviews



NISD Website



Northwest Vision



The Source



Northwest News



Stationary & Business Cards

# Community Engagement in NISD

Community involvement is a key element to student success. Northwest ISD provides numerous opportunities to engage parents and community members in the education of children. Engagement comes in many forms: through business and community partnerships, committee work, community service projects, recognition programs and town hall meetings. To collaborate with parents, business leaders and elected officials, the district provides a variety of opportunities to become involved in NISD schools. Events are another way that NISD builds relationships with its stakeholders. In 2012, the district hosted more than 3,300 people at various meetings and special programs.



*October 16*

Gold Card Luncheon

*March 7*  
Realtor Luncheon



*August 23*  
NISD Convocation

*September 20*  
United for Futures Rally



*October 5 & 26*  
Community Night  
at the Stadium

*September 26*  
Leadership NISD  
Class of 2013 Began



*November 8*  
Wilson Middle  
School Dedication

# NISD Volunteers

7,646 total volunteer applicants

100,886 total volunteer hours reported

\$2,210,412.26

value of volunteer hours reported\*  
\*Based on calculations from Independent Sector



## Social Media



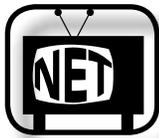
NISD has more than 4,360 Facebook fans.



Having just launched iTunes U for NISD, more than 120 are already subscribing.



The NISD twitter page had more than 1,500 followers.



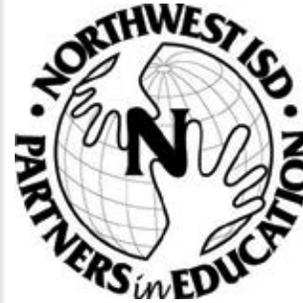
The NET video-on-demand channel has a total of 3,193 page views.



The NISD YouTube channel has more than 13,650 views.



Northwest ISD launched its mobile website in the spring of 2012 with nine applications on the home screen.



## Partners In Education



The NISD Strive N Drive program provides students the opportunity through perfect attendance, academic success and no tardies to win a new Mortiz Chevelot car or one of 19 Dell computers.



Northwest ISD Partners in Education is helping to ensure that all NISD students have the tools they need to be successful by holding the annual 'Tools for School' supply drive.



Northwest Reads provides community members with an opportunity to inspire young NISD students to become lifelong readers. Volunteers also talk to students about their profession and how they use and enjoy reading as adults.



The Northwest ISD community granted more than 600 holiday wishes through this year's Angel Tree program.

## Goal 4: Learning Environment

Northwest ISD will provide premier facilities and support systems that enhance a positive learning environment and foster student and community pride.



## Overview

As one of the fastest growing school districts in the state, Northwest ISD embraces the challenge of planning for new facilities and providing support to enhance student learning. Northwest ISD operates 27 separate campuses, spanning parts of three counties (Denton, Tarrant and Wise) and 14 municipalities. This includes 16 elementary schools, five middle schools, two comprehensive high schools, an accelerated high school, two campuses for special programs and the NISD Outdoor Learning Center. Construction of new schools is underway as Northwest ISD continues to open at least one new campus each year. With voter's approval and the passage of the 2012 capital bond referendum, Northwest ISD is on schedule to open its third comprehensive high school in 2015, along with another middle school in 2016 to meet the rapidly-growing student population. Northwest ISD's facility planning, and the systems in place for student safety, are designed for the success and wellbeing of students and staff.

NISD purchases over 338,000 gallons of diesel fuel per year.

NISD contracts with Durham School Services.

NISD operates a fleet of 140 buses.

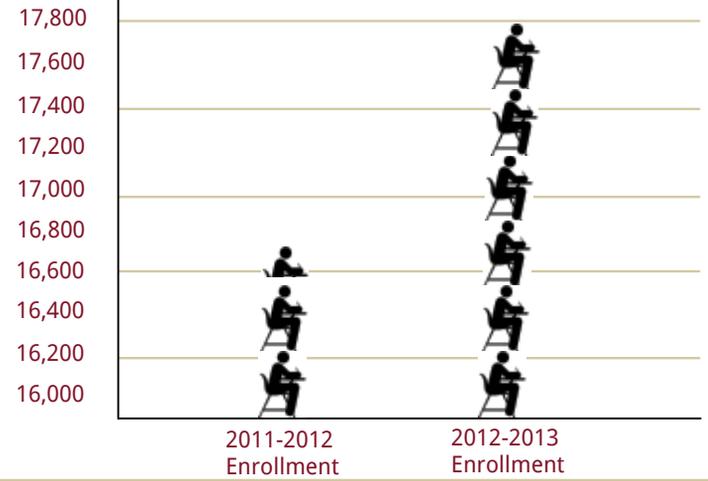
NISD buses provide transportation for over 2,000 trips per year.

NISD travels over 1,585,000 miles per year.

NISD transports over 10,000 students per day.



# Student Enrollment



Student enrollment continues to climb throughout the district. For the last 10 years, NISD has experienced rapid growth in all grade levels throughout the district's boundaries. With more than 1,200 new students enrolling each August, Northwest ISD has experienced growth that has ranged from 8 to 19 percent over the last 10 years. In the fall of 2002, Northwest ISD served approximately 6,200 students. Today, that number has nearly tripled to 17,800. To meet the needs of the growing communities, Northwest ISD operates with a strategic approach to new school construction and building additions. NISD opened Truett Wilson Middle School in August 2012, serving approximately 675 students in sixth through eighth grades.



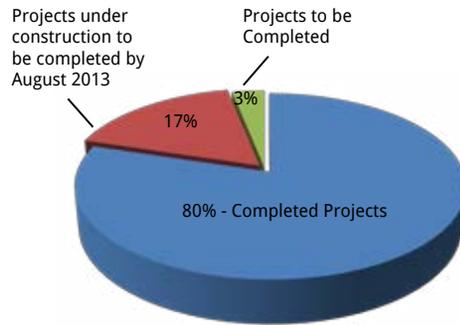
# NISD Bonds

## 2008 Bond Recap

In May 2008, Northwest ISD voters approved a \$260 million bond referendum, providing funds for 4,550 new student seats, new site purchases, new school construction, renovations and additions to existing schools, building component replacements and instructional facilities for fine arts and career academies. In the past year, NISD has completed several projects from the 2008 bond program, including additions to Beck, Granger and Roanoke elementary schools, the construction of Wilson Middle School, the addition of the cosmetology center and the design of a new high school. By the end of the 2012-2013 school year, approximately 97 percent of all projects funded from the 2008 bond will be complete.

### 2008 Bond Projects

- 7 Elem. Schools & Additions
- 1 Middle School
- School Site Purchases
- Enhancements for Career Academies and Fine Arts
- Technology & Campus Renovations



Granger Elementary, along with Beck and Roanoke, had additions completed in 2012.

## 2012 Bond At-A-Glance

With student enrollment continually increasing in Northwest ISD, a bond referendum was called in 2012 to provide an additional \$255 million in funds for capital projects. In November 2012, Northwest ISD voters approved the bond proposition and helped position the district to be prepared for the thousands of new families expected to move into the area.

### Enrollment & Program Growth

- 4,000 New Student Seats:
  - High School (August 2015)
  - Middle School (August 2016)
- Career Academies and Pathways
- Classrooms for Science, Math, and Environmental Studies at the OLC



### Technology

- Infrastructure & Hardware for New Schools
- Technology Replacement Cycle
- Technology for All Classrooms

### Additions and Improvements

- Safety and Security Equipment Updates
- Additions to increase capacity to 850.
- Roof Replacements (complete or Phase 1) at Beck, Hatfield, Lakeview and Seven Hills Elementary Schools; Chisholm Trail and Medlin Middle Schools; Steele Accelerated High School; and the NISD Administration Building
- Flooring Replacements at Hughes and Nance Elementary Schools; Chisholm Trail, Medlin and Pike Middle Schools; and Northwest High School
- HVAC System Replacements (complete, Phase 1 or control system) at Chisholm Trail, Medlin and Pike Middle Schools; Northwest High School; and Steele Accelerated High School



## Cosmetology

Construction is underway at the Cosmetology Academy salon located at James M. Steele Accelerated High School in Roanoke. The 7,953 square-foot facility features classrooms, styling stations and esthetician treatment accommodations. The student-operated business will offer services for hair, nails and skin care. The salon opens in August 2013, providing a year of state-mandated training for cosmetology students prior to opening for business in 2014.



## Safety and Security

The Northwest ISD Safety and Security program has received recognition at both the state and national levels for its program design, implementation, and protective approach to school safety. Northwest ISD is 100 percent compliant with both the required and recommended school safety standards. Each campus has its own Emergency Operations Plan which addresses emergency mitigation/prevention, preparedness, response and recovery procedures relevant to natural and human-caused disasters. The plan is updated annually and reviewed by staff, as well as emergency response personnel. The district also has a safety and security audit team comprised of campus staff members, administration staff and School Resource Officers.

NISD contracts with the Denton County Sheriff's Office, Trophy Club Police Department and the Rhome Police Department to provide School Resource Officers (SROs) who are housed at Northwest High School, Chisholm Trail Middle School, Pike Middle School, Tidwell Middle School and Medlin Middle School/Byron Nelson High School. The district also receives services for Roanoke Elementary and Steele Accelerated High School through the Roanoke Police Department.



## NISD Energy Efficiency

NISD's energy efficient measures have saved the district approximately \$300,000 in the past year, despite opening three new schools since August 2011.

With yearly expenses for natural gas, water and electric exceeding \$3.7 million in 2008, the district implemented several programs designed to conserve energy, reduce waste and promote environmental stewardship among staff and students. The energy efficient planning and training has resulted in significant cost avoidance and savings for the district. Since the programs began in 2008, Northwest ISD has realized more than **\$1.6 million in savings**, while opening six new schools during that time.

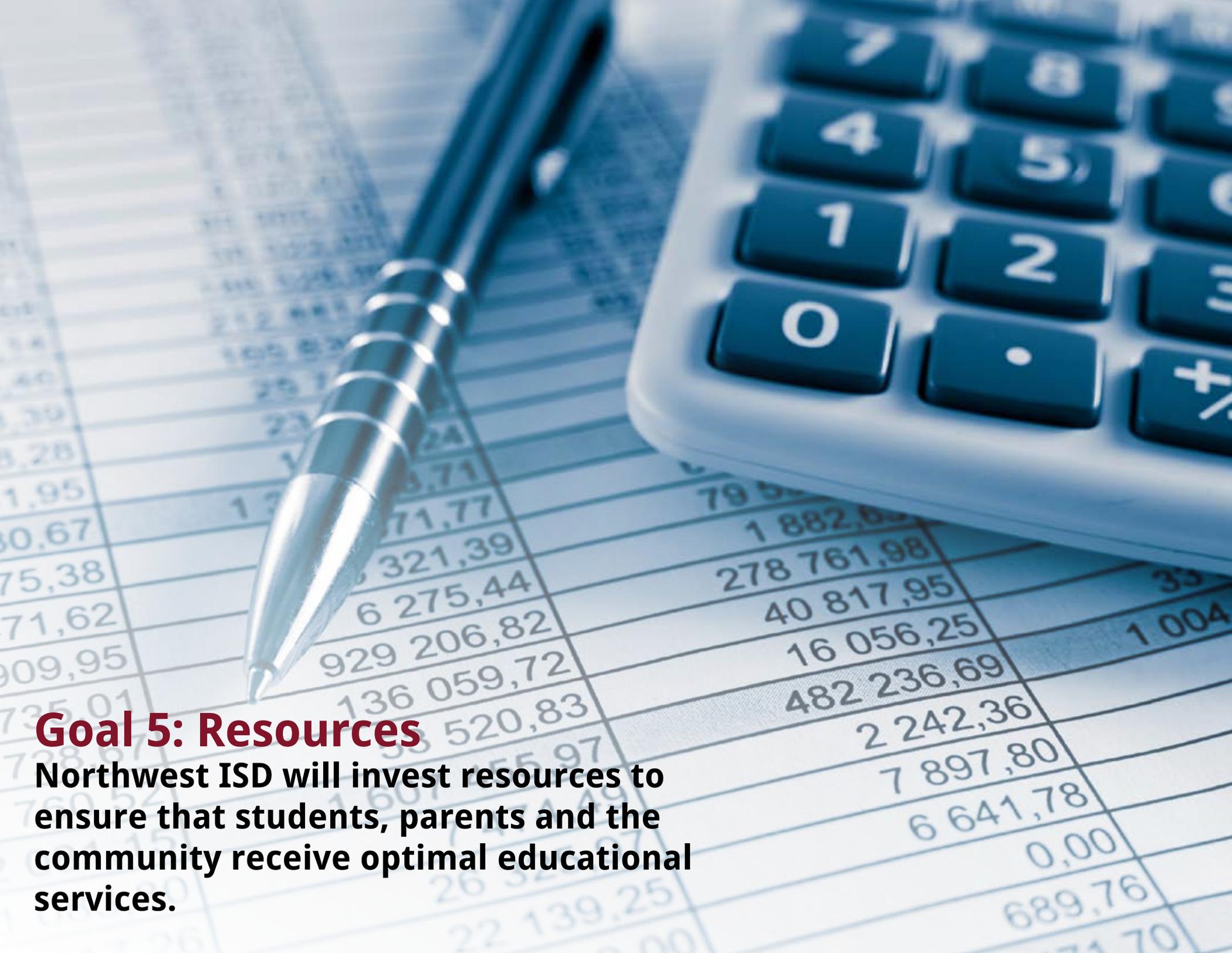


*475 drills* are conducted at NISD campuses each year.

*11 safety audits* are completed annually.

*7 School Resource Officers* at NISD campuses.

*130 tips* received through Campus Crime Stoppers this year.



## **Goal 5: Resources**

**Northwest ISD will invest resources to ensure that students, parents and the community receive optimal educational services.**

# Overview

The Northwest ISD Board of Trustees, administrators and the district's Finance Department work diligently to balance the budget while accommodating a rapidly-growing student population. With strategic financial planning, Northwest ISD has maintained a strong fiscal position while overcoming the challenges that accompany the fast growth and status as a Chapter 41 school district. Despite the district's careful planning and proactive measures, NISD – and other districts across the state – were faced with the most challenging financial shortfall yet faced by the state of Texas and its public schools. The Northwest ISD school board, administration and staff worked tirelessly and strategically to position NISD students and schools to achieve great success, and was able to operate efficiently and effectively despite approximately \$22 million in reductions to the district's operating budget. Efficiency – and preserving the quality education students receive – remains the focus for financial planning in Northwest ISD.



Northwest ISD is regularly recognized for its excellence in financial services, planning and execution, including winning awards from the Financial Integrity Rating System of Texas, the Association of School Business Officials and the Government Finance Officers Association.

# School Finance

In December 2011, Northwest ISD joined the Texas School Coalition and other revenue-contributing school districts and filed a school finance lawsuit against the state of Texas. The lawsuit challenges the constitutionality of the Texas school finance system, claiming that it fails to provide schools with sufficient funding to meet state educational standards and that the system has become a statewide property tax. The trial began in October 2012 and is expected to last beyond the publication of this booklet.

In accordance with the state's school funding standards, Northwest ISD's property value per student exceeds the state maximum, designating NISD a Chapter 41 (Robin Hood) school district that requires NISD to turn over a portion of its local tax dollars to the state. Complying with the Chapter 41 funding formula, Northwest ISD will send \$13.3 million to the state during the 2012-2013 school year.

## Financial Information

2012-2013 Budget

Financial Statistics (All Funds)

Total Assessed Valuation	\$10,207,009
Current Tax Rate	\$1.37500

## Budget Expenditures (All Funds)

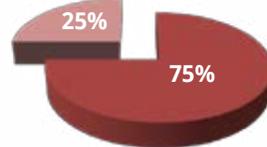
### Current Expenditures

Instruction and Related Services	\$ 90,322,929
Instructional and School Leadership	\$ 7,847,085
Support Services - Student (Pupil)	\$ 16,797,228
Administrative Support Services	\$ 3,929,934
Support Services - Non-Student	\$ 18,373,577
Ancillary Services	\$ 71,572
<b>Total Current Expenditures</b>	<b>\$137,342,325</b>

Debt Service	\$ 40,867,133
Capital Outlay	\$ 50,000
Intergovernmental Charges	\$ 13,381,484
<b>Total Expenditure</b>	<b>\$191,640,942</b>

### Budget Revenues

Local and Intermediate Sources	\$111,694,764
State Program Revenues	\$ 36,295,798
Federal Program Revenues	\$ 50,748
<b>Total Revenues</b>	<b>\$148,041,310</b>



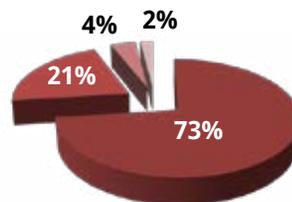
## 2012-2013 General Fund Revenue

- **Local Revenue – 75 %**  
Local real and personal property taxes  
Temporary deposits and investments earnings  
Property taxes collected for tax increment fund (TIF)  
Co-curricular, enterprise services or activities (athletic receipts)
- **State of Texas & Federal Program Revenue – 25 %**  
Available School Fund  
Foundation School Fund  
TRS (Texas Retirement System) On-Behalf Payments

### Total General Fund Revenues

\$148,041,310

## 2012-2013 General Fund Expenditures



- **Payroll Costs – 73 %**  
All employee salaries and benefits
- **Professional and Contracted Services – 21 %**  
Utilities and contracted services (legal services, maintenance, tax appraisal and Chapter 41 recapture)
- **Supplies and Materials – 4 %**  
General supplies and instructional materials
- **Other Operating Expenses – 2 %**  
Insurance, travel, elections and other expenses

### Total General Fund Expenditures

\$150,773,810

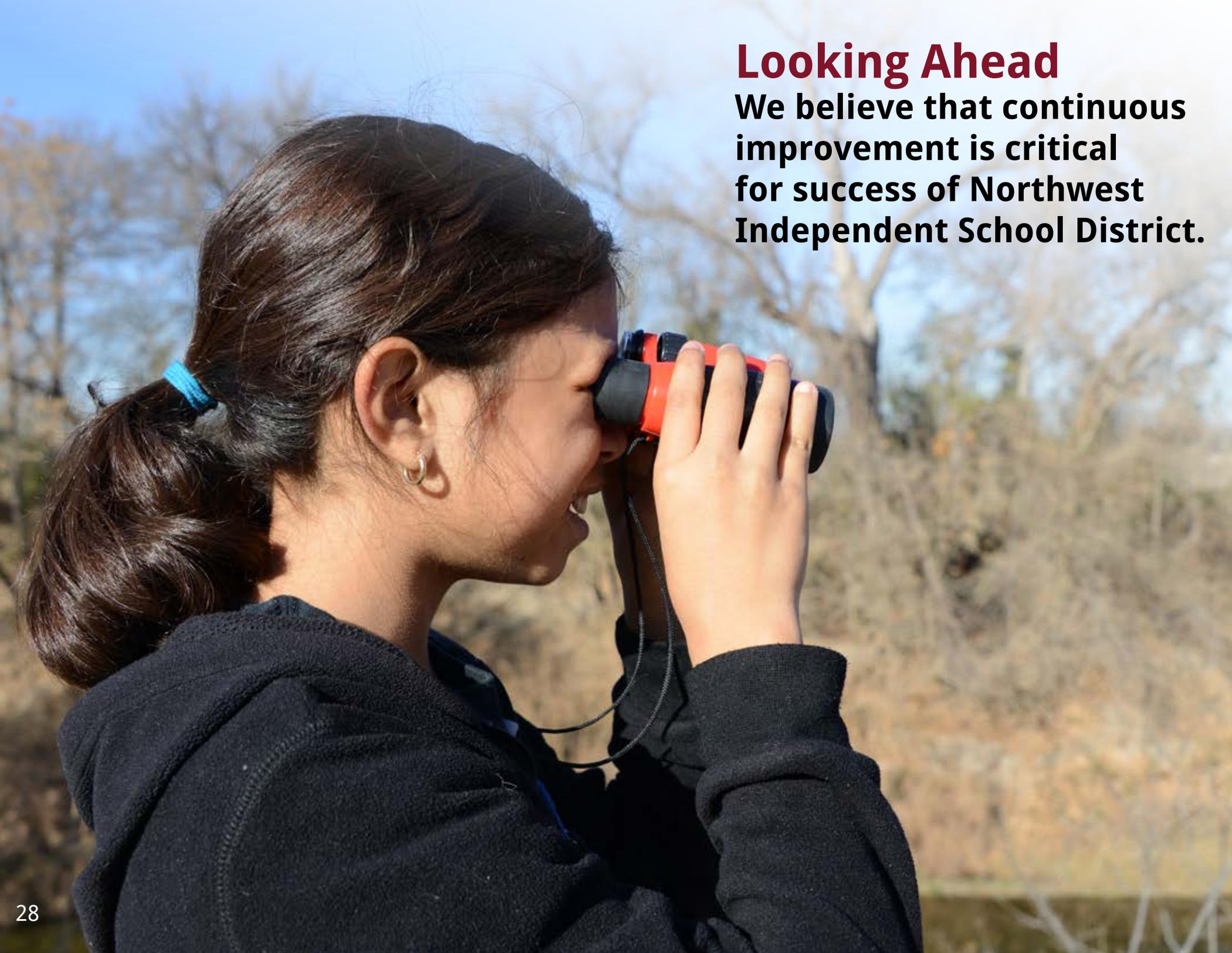
## Your Education Dollar

Bus Ride To School	.03
Chapter 41 Recapture	.12
Cleaning/Utilities/Maintenance	.09
Co-curricular/Extracurricular	.03
Curriculum and Training	.03
District-Level Support Staff	.03
Guidance and Counseling	.03
Health Services	.01
Library	.01
Principal/Campus Administration	.05
Teachers, Aides and Supplies	.55
Technology	.02

**TOTAL \$1.00**

## **Looking Ahead**

**We believe that continuous improvement is critical for success of Northwest Independent School District.**





#### Next Generation of 1:1

Working with students as well as technology and instructional leaders, Northwest ISD is exploring possibilities and planning for the next generation of the district's 1:1 initiative. NISD has distributed netbooks, or mini laptops, to secondary students since 2009. With input from students, parents, staff and the community, the district is in the process of investigating new technology and viable options for the next generation of the district's 1:1 initiative.



#### e-Portfolio

The district uses the Profile of a Graduate as the foundation for expectations of Northwest ISD students. A team of curriculum and assessment experts are developing criteria for an e-Portfolio that reflects the content of the Graduate Profile and grade-level expectations. For NISD students, the e-Portfolio will serve as an annual checkpoint of learning and a platform to preserve and showcase their work.



#### High-Performing Schools Consortium

As a leader among Texas school districts, NISD will work with the Consortium to transform public schools by improving student learning and assessments. Using the document *A New Vision for Public Education in Texas* as its guide, NISD and other Consortium districts will create a system focused on innovative, next-generation learning standards, assessments and accountability systems.



#### Online and Hybrid Courses

A major objective in Northwest ISD is to provide anywhere/anytime learning, using tools and resources available for a 24/7 environment. The creation of online and hybrid courses will allow students to earn credits toward graduation through convenient anywhere/anytime learning.



#### Student Tracking Systems on Buses

Partnering with Durham School Services, Northwest ISD is piloting a tracking system that allows parents and district officials to monitor when students load and unload buses. Through a unique identification card that students scan when they enter or exit the bus, families and school administrators have real-time access to data designed for student safety. This is under consideration for all buses.



#### Emergency Operations Center

NISD is constructing a new Emergency Operations Center (EOC) that will allow district officials to effectively manage the district's response to an emergency. The district's Emergency Management Response Team will meet in the EOC to organize resources and coordinate all response and recovery actions during an emergency. The Center is expected to be complete and operational in the spring of 2013.



#### Construction

As one of the fastest growing school districts in the state, Northwest ISD is projected to increase by an additional 5,800 students during the next five years. To accommodate the enrollment growth, Northwest ISD has several construction projects planned. The district will open a new elementary school in August 2013, will oversee renovations and additions at six elementary schools and will open two new campuses in coming years. Construction of the district's new comprehensive high school will begin in spring 2013 and the new campus will open in August 2015. The district's sixth middle school is scheduled to open the following year in August 2016. A steering committee will be charged with developing long-term facility recommendations for the Outdoor Learning Center. These projects are funded through the capital bond programs and community members will have the opportunity to submit names and serve on attendance boundary committees.



PO Box 77070, Fort Worth, TX, 76177  
817-215-0000 • 817-215-0170 fax • [www.nisdtx.org](http://www.nisdtx.org)

*Designed and published by the NISD Communications Department*