



# District Improvement Plan Mid-Year Formative Review

January 24, 2022

# 2021-2022 District Improvement Plan

**Core Beliefs**  
Kids come first.  
Continuous learning is essential to prepare for college and career opportunities.  
Each student's success is the shared responsibility of students, families, schools, and communities.  
Learning is influenced by environment.

**Vision**  
Northwest ISD empowers learners and leaders to positively impact the world.

**Mission**  
Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.

**Strategic Goals**

- 1 Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.
- 2 Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.
- 3 Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

**Northwest Independent School District**  
**District Improvement Plan**  
2021-2022

**Northwest**  
INDEPENDENT SCHOOL DISTRICT

Board Approval Date: October 18, 2021  
Public Presentation Date: September 27, 2021

Northwest Independent School District  
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District #061911  
November 10, 2021 4:52 PM

- Based on the 2018-2022 Strategic Framework
- Approved October 18, 2021

# Strategic Planning Schedule

2021-2022 Date	Description	Responsibility	Complete
June 14	Superintendent's Performance Objectives Board Adoption	Dr. Warren	√
September 14	DEIC Meeting – DIP Development & Review	DEIC	√
September 27	2021-2022 DIP Board Review	Dr. Warren	√
October 18	2021-2022 DIP Board Adoption	Dr. Warren	√
October 18	2021-2022 CIPs Board Review	Dr. Warren / Dr. Griffin	√
November 15	2021-2022 CIPs Board Adoption	Dr. Warren / Dr. Griffin	√
November 15	DIP Formative Review	Executive Cabinet	√
January 10	DIP Formative Review	Executive Cabinet	√
January 24	2021-2022 DIP Mid-Year Summary Report to the Board	Dr. Warren	
February 14	Strategic Framework Board Review	Dr. Warren	
February 28	Strategic Framework Board Action	Dr. Warren	
March 7	DIP Formative Review	Executive Cabinet	
May 17	DEIC - End of Year DIP Review and Needs Assessment	DEIC	
May 23	2021-2022 DIP Summative Review	Executive Cabinet	
June 13	2021-2022 DIP Summary Report to the Board	Dr. Warren	

Mid-Year Formative Review

# Goal 1 Highlights

## Literacy and Academic Progress

- MOY DRA and MAP data shows we are on track to meet our EOY goals.
- The school board's adopted plans for early childhood literacy and math are identified in the Superintendent's Performance Objectives and Measures to meet the requirements of HB 3.



### Early Childhood Reading 5-Year Goal:

Third-grade students performing at the Approaches level or higher on STAAR Reading will increase **6 percentage points each year**, with the goal of 92% by 2024.

2020* *2019 Data	2021	MOY MAP Projected STAAR Proficiency	2022	2023	2024
83%	74%	79.7%	80%	86%	92%

### Early Childhood Reading

#### Closing the Gaps Student Groups - Yearly Targets

In order to close gaps across third-grade student groups, yearly "Approaches" targets have been established, as noted below.

	2020*	2021	MOY MAP Projected STAAR Proficiency	2022	2023	2024
African-Am	74%	59%	74.4%	69%	79%	85%
Hispanic	79%	64%	73.1%	74%	84%	90%
White	85%	80%	80.1%	85%	90%	95%
Am. Indian	64%	67%	78.6%	73%	79%	85%
Asian	93%	83%	90.4%	89%	92%	95%
Pacific Island	80%	63%	83.3%	73%	83%	89%
2+ Races	87%	72%	70.2%	82%	88%	94%
SpEd	53%	44%	54.9%	54%	64%	70%
Eco Dis	69%	55%	66.1%	65%	75%	81%

### Early Childhood Math 5-Year Goal:

The percent of third-grade students performing at the Approaches level or higher on STAAR Math will increase **8 percentage points each year**, with the goal of 95% by 2024.

<b>2020*</b> <i>*2019 Data</i>	<b>2021</b>	<b>MOY</b> <i>MAP Projected STAAR Proficiency</i>	<b>2022</b>	<b>2023</b>	<b>2024</b>
82%	71%	<b>76.7%</b>	<b>79%</b>	<b>87%</b>	<b>95%</b>

### Early Childhood Math

#### Closing the Gaps Student Groups - Yearly Targets

In order to close gaps across third-grade student groups, yearly "Approaches" targets have been established, as noted below.

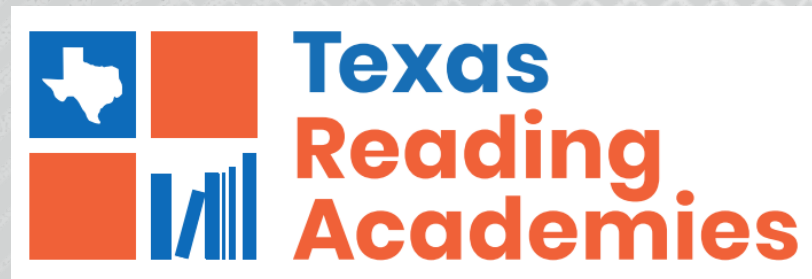
	<b>2020*</b> <i>*2019 Data</i>	<b>2021</b>	<b>MOY</b> <i>MAP Projected STAAR Proficiency</i>	<b>2022</b>	<b>2023</b>	<b>2024</b>
African-Am	73%	55%	58.4%	65%	75%	83%
Hispanic	73%	63%	67.1%	73%	83%	91%
White	86%	76%	76.3%	86%	91%	96%
Am. Indian	55%	50%	66.7%	60%	70%	80%
Asian	96%	77%	82.5%	87%	92%	95%
Pacific Island	80%	75%	71.6%	85%	90%	95%
2+ Races	90%	63%	62.2%	73%	83%	91%
SpEd	49%	41%	53.1%	51%	61%	71%
Eco Dis	69%	54%	58.8%	64%	74%	82%
ELL	69%	58%	65.8%	68%	78%	86%

## Mid-Year Formative Review

# Goal 1 Highlights

### **TEA Literacy Academies**

- Supporting half of the elementary campuses in the training of the Texas Education Agency Literacy Academies.
- Per HB 3 (with revisions during the 87<sup>th</sup> Legislature), all K-3 teachers and principals must complete by 2023.
- Training continues, but those campuses involved report teacher struggles and the challenge placed on the campus.

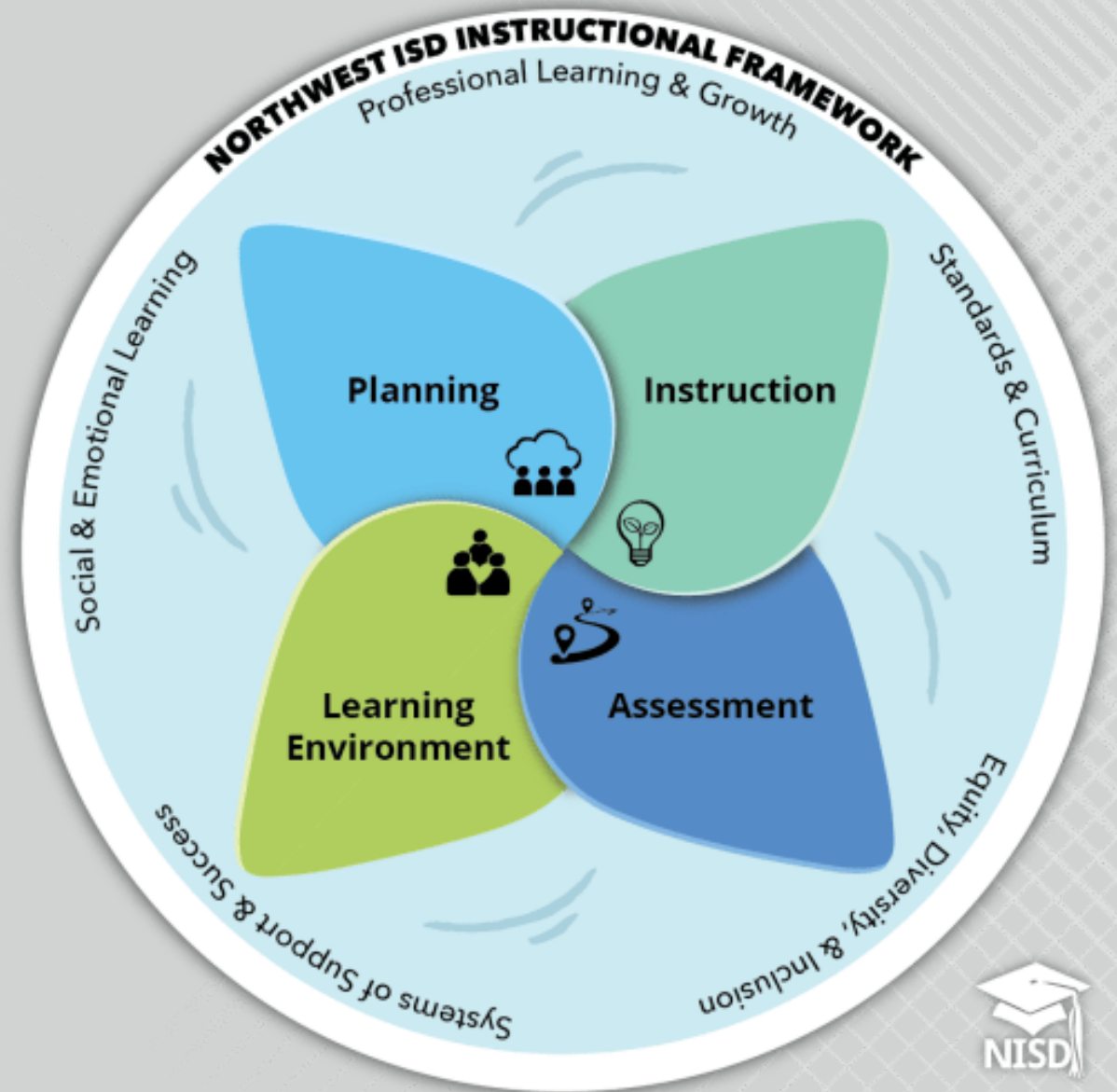


# Mid-Year Formative Review

# Goal 1 Highlights

## Northwest ISD Instructional Framework

- Newly revised Instructional Framework introduced at Leadership Academy.
- Efforts to build alignment between campuses, programs, and departments continue.
- Continuing to track qualitative data and connecting literacy training to Instructional Framework components.





## Mid-Year Formative Review

# Goal 1 Highlights

### Learning Management System

- A new Learning Management System has been selected – Canvas. (Visit [lms.nisdtx.org](https://lms.nisdtx.org) for more information.)
- Training, communication, and resource development is underway to help ensure a smooth migration and implementation.
- Technology staff are preparing for the transition and making plans to ensure the system is ready for teachers to access.



## Mid-Year Formative Review

# Goal 3 Highlights

### **Equity and Diversity**

- Training and the work of the Equity and Diversity Committee continue.
- A structure to evaluate the implementation of each Belief Statement has been developed.

### **Budget Sustainability Plan**

- Strategic budget analysis and long-term financial planning continues through weekly staffing meetings and monthly Board reports.





Questions?