



# District Improvement Plan End-of-Year Summative Review

June 13, 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  
Generated by Plan4Learning.com

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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	√
March 7	DIP Formative Review	Executive Cabinet	√
May 17	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
June 1	2021-2022 DIP Summative Review	Executive Cabinet	√
June 13	2021-2022 DIP Summary Report to the Board	Dr. Griffin	

# Goal One

Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

**Significant Progress Made Towards Meeting All Performance Objectives**



## Core Beliefs

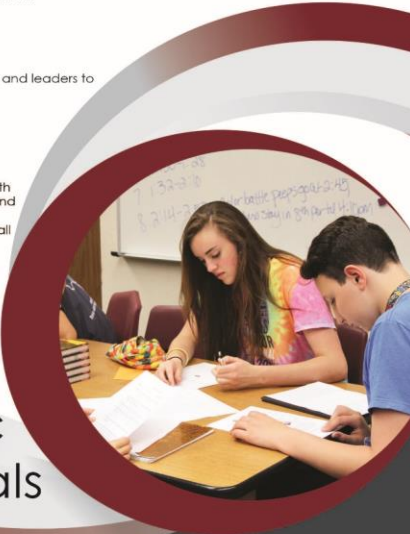
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# End-of-Year Summative Review

# Goal 1 Highlights

## Literacy

### Areas of targeted focus:

- Improving content literacy in all content areas at all levels through research-based literacy strategies and additional resources
- Professional learning for administrators, teachers and support staff
- School board's adopted plans for early childhood literacy were identified in the Superintendent's Performance Objectives and Measures to meet the requirements of HB 3



### Early Childhood Reading 5-Year Goal:

The percent of 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	2022 Goal	2022 Results	2023	2024
83%	74%	80%	82%	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* *2019 Data	2021	2022 Goal	2022 Results	2023 Goal	2024 Goal
African-Am	74%	59%	69%	72%	79%	85%
Hispanic	79%	64%	74%	78%	84%	90%
White	85%	80%	85%	84%	90%	95%
Am. Indian	64%	67%	73%	86%*	79%	85%
Asian	93%	83%	89%	91%	92%	95%
Pacific Island	80%	63%	73%	83%*	83%	89%
2+ Races	87%	72%	82%	77%	88%	94%
SpEd	53%	44%	54%	54%	64%	70%
Eco Dis	69%	55%	65%	78%	75%	81%
ELL	83%	60%	73%	80%	86%	90%

\* Low numbers

# End-of-Year Summative Review

## Goal 1 Highlights

### Academic Progress

Areas of targeted focus:

- Adoption and implementation of policies for improvement of curriculum and student safety and evaluate Learning Management System
- Implementation of redesigned Instructional Framework, with appropriate training and support for administrators and teachers to improve Tier One Instruction
- Implement structures to provide enhanced support and close learning gaps for all students
- School board's adopted plans for early childhood math were identified in the Superintendent's Performance Objectives and Measures to meet the requirements of HB 3



**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>2022 Goal</b>	<b>2022 Results</b>	<b>2023</b>	<b>2024</b>
82%	71%	79%	76%	87%	95%

**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>2022 Goal</b>	<b>2022 Results</b>	<b>2023</b>	<b>2024</b>
African-Am	73%	55%	65%	59%	75%	83%
Hispanic	73%	63%	73%	72%	83%	91%
White	86%	76%	86%	80%	91%	96%
Am. Indian	55%	50%	60%	100% *	70%	80%
Asian	96%	77%	87%	90%	92%	95%
Pacific Island	80%	75%	85%	67% *	90%	95%
2+ Races	90%	63%	73%	71%	83%	91%
SpEd	49%	41%	51%	42%	61%	71%
Eco Dis	69%	54%	64%	61%	74%	82%
ELL	69%	58%	68%	71%	78%	86%

\* Low numbers



# End-of-Year Summative Review

# Goal 1 Highlights

## College, Career, Military and Life Readiness

Areas of targeted focus:

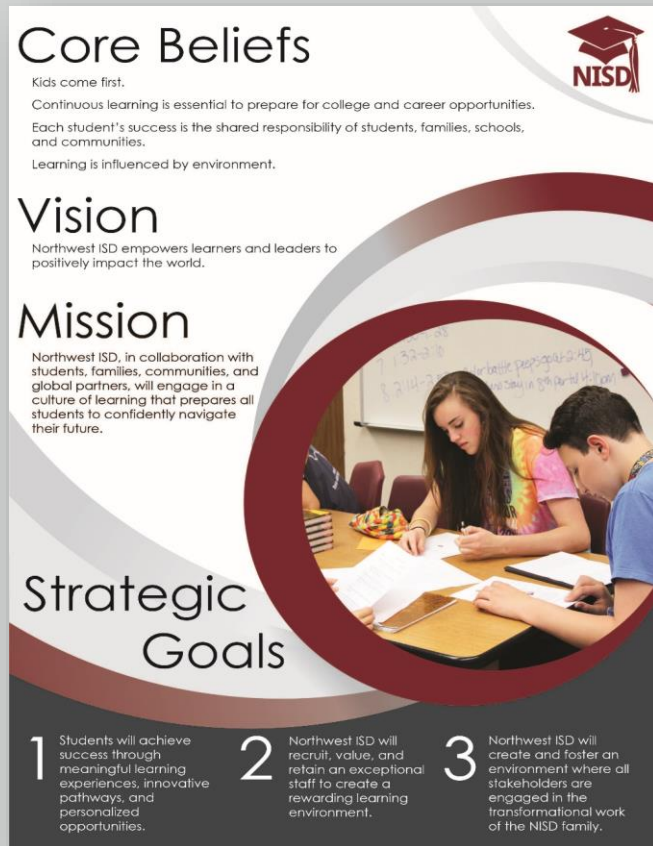
- Reaching all students to ensure they are prepared for life after PK-12 through marketing and access to resources for various demographics
- Continue to enhance certification opportunities and ensure college readiness for all students for competitive advantages
- Continued focus on understanding and meeting the social and emotional needs of students
- School board's adopted plans for CCMR were identified in the Superintendent's Performance Objectives and Measures to meet the requirements of HB 3



# Goal Two

Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

**Significant Progress Made Towards Meeting All Performance Objectives**



The graphic features a central circular image of students working at a table. The text is arranged around this image, with 'Core Beliefs' at the top left, 'Vision' and 'Mission' on the left side, and 'Strategic Goals' at the bottom left. The NISD logo is in the top right corner. The background has a grid pattern.

## Core Beliefs

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# End-of-Year Summative Review Goal 2 Highlights

## Faculty and Staff Support



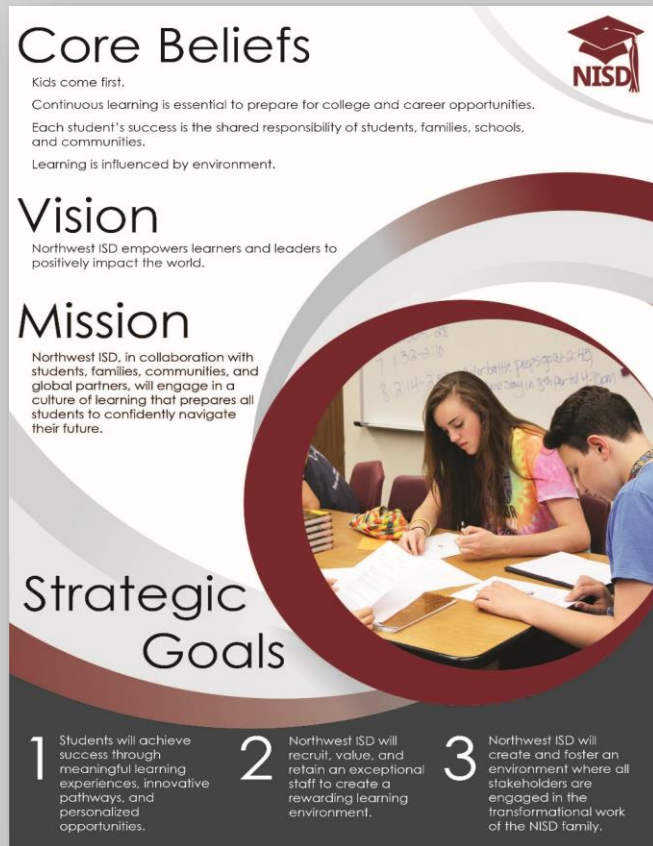
Areas of targeted focus:

- Enhance overall sense of appreciation and meaningfulness in our work
- Provide structures and support for teachers to earn National Board Certification for teachers
- Evaluate and provide adequate compensation to retain and recruit highly qualified teachers and staff

# Goal Three

Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

**Significant Progress Made Towards Meeting All Performance Objectives**



The graphic features a central circular image of students in a classroom. The text is arranged around this image, with 'Core Beliefs' at the top, 'Vision' and 'Mission' on the left, and 'Strategic Goals' at the bottom. The NISD logo is in the top right corner.

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# End-of-Year Summative Review

# Goal 3 Highlights

## Meeting Needs of our Growing Diverse Population

### Areas of targeted focus:

- Equitable representation of our demographics in publications and communication
- Work with committee to assess NISD's level of practice of our belief statements centered on ensuring equity for all stakeholders
- Provide training and resources to equip teachers and staff to meet the needs of our diverse population through equity and differentiation



# End-of-Year Summative Review

# Goal 3 Highlights

## **Financial Reform and Transparency**

Areas of targeted focus:

- Conduct strategic budget analysis and long-term financial planning
- Achieve highest standard of financial accountability and transparency



# End-of-Year Summative Review

# Goal 3 Highlights

## Safety and Security

Areas of targeted focus:

- Provide training and support for responding to an active shooter for all new staff and refresher training for all returning staff
- Empower staff and improve responses through drill scenarios as well as provide resources and guidance for improvement
- Continue to enhance safety and security measures through allocated bond dollars



# End-of-Year Summative Review

## Goal 3 Highlights

### Safety and Security

#### What the Future Holds:

- Door position sensors
- Face and appearance recognition on camera system
- Face recognition/biometrics for building access
- Automatic notifications for facial recognition
- Voice to text alerts to campus radios
- Lock down button notifications (Notifications to 911, cell phones, admin and SROs; prerecorded messages to informacast, radio alert notifications)
- All drills to be pre-recorded on Informacast
- Increased Safety Staffing





# District Leadership Team

# ThoughtExchange



## PARTICIPATION Breakdown of Participation



122  
Participants



120  
Thoughts



2,090  
Ratings

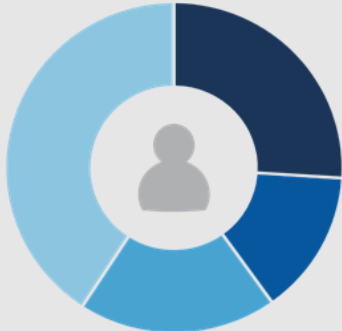
# District Leadership Team

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## PARTICIPATION Breakdown of Participation

What level of grades does your campus mostly serve?



%	Person Icon	Answer
26%	(32)	■ Elementary (PK-5)
14%	(17)	■ Middle (6-8)
19%	(23)	■ High (9-12)
41%	(49)	■ Administrative/District

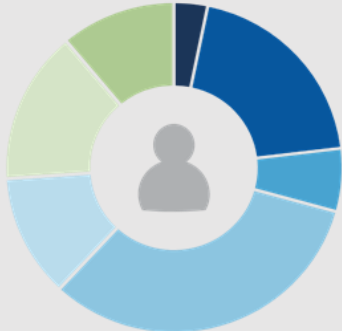
# District Leadership Team

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## PARTICIPATION Breakdown of Participation

What has been the most impactful security measure in place at your facility?



%	Person Icon	Answer
3%	(3)	911 Notifications
20%	(23)	Access Control
6%	(7)	Call Center
33%	(37)	Security Cameras
12%	(14)	Security Training
15%	(17)	SRO Presence
11%	(13)	Other


# District Leadership Team

# ThoughtExchange



## THOUGHTS Key Thoughts


**Additional SRO or security person at large middle schools..** They are the size of 4A high schools yet still only have one SRO

4.4  ( 19 👤 )  
Ranked #1 of 120

**Consistently reliable cell service on campuses to increase communication capability - cell phone calls cannot be made on my campus**

4.4  ( 19 👤 )  
Ranked #2 of 120

**No propped doors ever - only held open by staff when needed for large events so entry is still controlled.** Access control is one thing we CAN control. The public knows we are “easiest to access” on event days and have kids out in open the most to threats

4.3  ( 20 👤 )  
Ranked #3 of 120



Questions?