DEIC
District Education Improvement Council

September 13, 2022

DR. DAVID HICKS

MARCH 7, 1967 - SEPTEMBER 9, 2022

NISD

Honoring Dr. Hicks

- Share thoughts and memories on **this Facebook post** to be given to the Hicks family.

- Wear Rangers or Red, White, and Blue on Thursday, September 15.

- **#HeartsLikeHicks** Campuses encouraging acts of kindness to honor Dr. Hicks' legacy of service.

- In lieu of flowers, the family has asked for donations to the David Hicks Memorial Scholarship Fund.

HONORING DR. HICKS

WEAR RANGERS GEAR OR RED, WHITE AND BLUE THURSDAY, SEPTEMBER 15

NISD

Funeral Services for

DR. DAVID ANTHONY HICKS

1967–2022

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Friday, September 16th

Visitation, 6–8 pm

Sherman High School Competition Gym
2907 W. Travis Street | Sherman, TX

Saturday, September 17th

Viewing, 1 pm

Funeral Services, 2 pm

Sherman High School Competition Gym
2907 W. Travis Street | Sherman, TX

DEIC Chairpersons

Jeanna Lawrence - Returning Chair

Tidwell Middle School

Nomination of Co-Chair

Training of Members

Dr. Griffin, Assistant Superintendent for Curriculum and Instruction

Purpose of DEIC

In compliance with Education Code 11.251, DEIC shall advise the Board or its designee in establishing and reviewing the District's educational goals, objectives, major District-wide classroom instructional programs identified by the Board or its designee.

DEIC Duties

- Serves in an advisory role on topics requested by the Board or Superintendent
- Review and approve of the District Improvement Plan
- Review and approve waivers of state laws or District policies and make recommendations to the Board
- Approve the District-wide Staff Development Plan
- Make recommendations for school year academic calendar

NISD

DEIC Requirements

Council Representatives
- 2/3 Classroom Teachers (1 from each school)
- 2 Parents
- 2 Community Members
- 2 Business Members
- 4 Non-Teaching Campus Professionals
- 2 District Level Professional Staff Members

Timelines
- Serve 2-year terms
- Must meet a minimum of three times a year

2022-2023 Meeting Dates

- September 13
- October 25
- January 10
- March 28
- May 16

Meeting time: 4:15 - 5:30 p.m.

Location: Zoom / NISD Administration Building, PDCs

NISD

District Overview

Dr. Griffin, Assistant Superintendent for Curriculum and Instruction

NISD Board Of Trustees

Anne Davis-Simpson, Ph.D.,
President
Place 3

Steve Sprowls,
Vice President
Place 5

Lillian Rauch, Ph.D.,
Secretary
Place 6

Judy Copp,
Place 4

DeAnne Hatfield,
Place 1

Jennifer Murphy,
Place 7

Mark Schluter,
Place 2

Northwest ISD Cabinet

Kim Barker.
Asst. Supt. for
Human Resources

Jennifer Carlisle
Exec. Assist.
to the Superintendent

Gilberto Prado
Chief Financial Officer

Michael Griffin, Ed.D.
Asst. Supt. for C&I

Christie Hobbs
General Counsel

Tim McClure
Asst. Supt. for Facilities

Angela Scott
Public Affairs Coordinator

Anthony Tosie
Exec. Dir. of Communications

Executive Directors

Bobby Aucoin,
Outsourced Operations

Kim Becan,
Elementary Education

Cara Carter,
Technology

Melissa DeSimone,
Research, Assessment, & Accountability

Eric Drewery,
Human Resources

Stephanie Espinosa,
Teaching and Learning

Logan Faris,
Secondary Education

Micah Gierkey,
Student Support Services

Joel Johnson,
Athletics & PE

Kevin Lacefield,
Fine Arts

Tommy Osborne,
Construction

Jonathan Pastusek,
Financial Services

Kitty Poehler,
Benefits & Risk Management

Jim Sadler,
Maintenance

Sarah Stewart,
Planning

Mark Vechione,
Purchasing & Contract Management
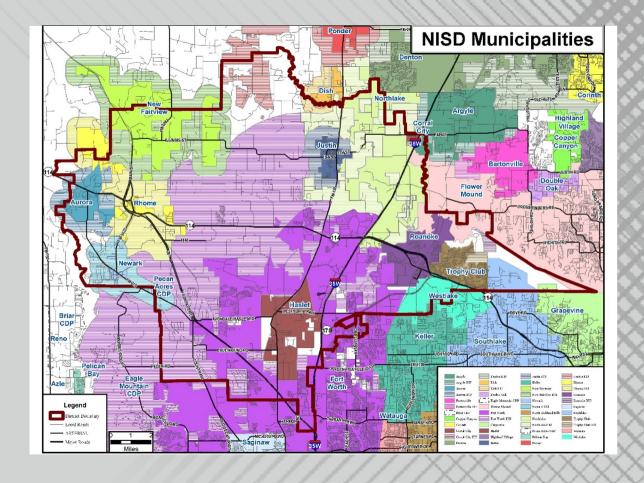
About Northwest ISD

- Encompasses **234 square miles**

- Fastest growing district in the region, top 10 fastest growing district in Texas

- **31 campuses** (20 elementary schools, 6 middle schools, 3 comprehensive high schools, 1 early college high school, and special programs center)

- **14+ towns and cities** across **three counties** (Denton, Tarrant, Wise)

- About **30% built out**, with 115 active developments

NISD

NISD Municipalities

Aurora
Flower Mound
Fort Worth
Haslet
Justin
Keller
Newark
New Fairview

Northlake
Rhome
Roanoke
Southlake
Trophy Club
Westlake

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.

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

1. Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.
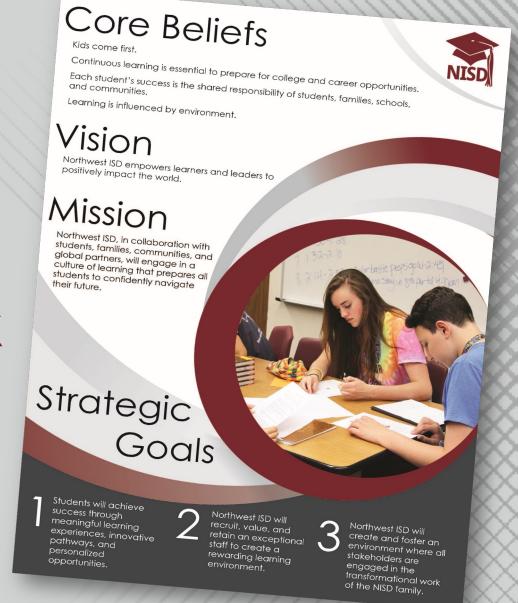
2022-2023 District Improvement Plan

- TEC 11.251(a): The Board of Trustees shall annually ensure development of and approve

- TEC 11.252(a): The superintendent must annually develop, evaluate, and revise

Northwest Independent School District

District Improvement Plan

UNDER CONSTRUCTION COMING SOON

2018-2022 Northwest ISD Strategic Framework

2022-2023 District Improvement Plan

Goal 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Goal 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

Goal 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

3 Strategic Goals

2022-2023 District Improvement Plan

- Literacy

- Academic Progress

- College, Career, Military, and Life Readiness

7 Performance Objectives

3 Strategic

- Faculty and Staff Support

- Financial Reform and Transparency

- Safety and Security

- Fast-Growth Planning

2022-2023 District Improvement Plan

- Literacy

- Academic Progress

- College, Career, Military, and Life Readiness

~38 Strategies

7 Performance Objectives

3 Strategic Goals

- Faculty and Staff Support

- Financial Reform and Transparency

- Safety and Security

- Fast-Growth Planning

Strategic Planning Next Steps

District Improvement Plan

Board Review – Sept. 26

Board Action – Oct. 17

Campus Improvement Plan

Board Review – Oct. 17

Board Action – Nov. 14

2018-2022 Strategic Goal 1

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

2021-2022 Performance Obj. 1

NISD will place an increased emphasis on literacy across all grade levels and content areas to help ensure that at least 90% of students are reading on or above grade level.

NISD

21-22 Content Literacy Focus

- Focus on supporting math, science, and social studies contents with literacy strategies when reading texts.
  - Text Structures
  - Annotation
- Phonics Curriculum updated to capture more time for Phonological Awareness(K-2)
- Focus on word study in 3-5
- Utilized multiple resources to help identify and close gap with student learning

21-22 End of Year DRA Data

20-21 % at End of Year Goal	*21-22 % at End of Year Goal*	*20-21 % Making At Least 1 Year's Growth*	*21-22 % Making At Least 1 Year's Growth*
Kinder 75%	Kinder 73%	Kinder 79%	Kinder 74%
First 69%	First 68%	First 84%	First 82%
Second 77%	Second 74%	Second 88%	Second 85%
Third 71%	Third 75%	Third 84%	Third 85%
Fourth 79%	Fourth 82%	Fourth 86%	Fourth 87%
Fifth 84%	Fifth 84%	Fifth 90%	Fifth 90%

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%

2022 STAAR Performance Reading

3rd	18-19	20-21	21-22	△	State 21-22
Approach	83	74	81	+7	77
Meets	55	48	58	+10	52
Masters	38	27	37	+10	31

4th	18-19	20-21	21-22	△	State 21-22
Approach	81	67	82	+15	77
Meets	53	40	60	+20	54
Masters	29	21	34	+13	28

2022 STAAR Performance Reading

5th	18-19	20-21	21-22	△	State 21-22
Approach	83	74	86	+12	80
Meets	55	48	66	+18	57
Masters	38	27	47	+20	37

2022 STAAR Performance Reading

4th	18-19	20-21	21-22	△	State 21-22
Approach	81	67	82	+15	77
Meets	53	40	60	+20	54
Masters	29	21	34	+13	28

5th	18-19	20-21	21-22	△	State 21-22
Approach	83	74	86	+12	80
Meets	55	48	66	+18	57
Masters	38	27	47	+20	37

2022 STAAR/EOC Performance Reading/Writing

6th Grade	18-19	20-21	21-22	⚠	State 21-22	7th Grade	18-19	20-21	21-22	⚠	State 21-22
Approach	79	70	77	+7	67	Approach	86	79	88	+9	76
Meets	47	37	49	+12	40	Meets	61	54	66	+12	52
Masters	23	17	25	+8	21	Masters	40	32	47	+15	35

2022 STAAR/EOC Performance Reading/Writing

8th Grade	18-19	20-21	21-22	△	State 21-22
Approach	88	81	88	+7	80
Meets	69	52	64	+12	54
Masters	43	22	43	+21	35

2022 STAAR/EOC Performance Reading/Writing

7th Grade	18-19	20-21	21-22	△	State 21-22
Approach	86	79	88	+9	76
Meets	61	54	66	+12	52
Masters	40	32	47	+15	35

8th Grade	18-19	20-21	21-22	△	State 21-22
Approach	88	81	88	+7	80
Meets	69	52	64	+12	54
Masters	43	22	43	+21	35

2022 STAAR/EOC Performance Reading/Writing
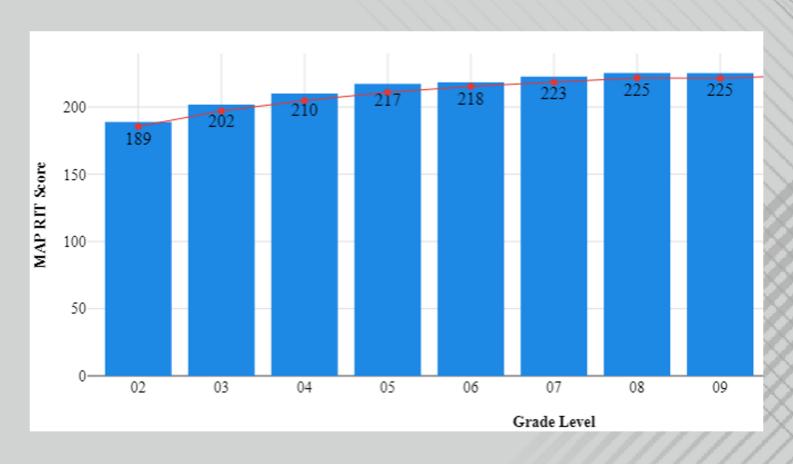
ELA 1	18-19	20-21	21-22	△	State 21-22	ELA 2	18-19	20-21	21-22	△	State 21-22
Approach	82	82	77	-5	63	Approach	84	83	83	0	71
Meets	72	69	63	-6	50	Meets	71	72	72	0	57
Masters	24	19	13	-6	11	Masters	14	15	12	-3	9

2021-22 MAP Reading Data

2021-22 MAP Reading Data

2018-2022 Strategic Goal 1

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

2021 -2022 Performance Obj. 2

NISD will increase student performance in all content areas through rigorous instruction designed to meet the needs of every child, every day and ensure equitable access to learning with appropriate supports for success.

NISD

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					
2020* *2019 Data	2021	2022 Goal	2022 Results	2023	2024
82%	71%	79%	76%	87%	95%

2022 STAAR Performance Math

3rd	18-19	20-21	21-22	△	State 21-22
Approach	82	70	76	+6	70
Meets	53	37	46	+9	42
Masters	28	19	23	+4	21

4th	18-19	20-21	21-22	△	State 21-22
Approach	79	68	71	+3	69
Meets	55	43	44	+1	41
Masters	37	26	27	+1	23

2022 STAAR Performance Math

5th	18-19	20-21	21-22	△	State 21-22
Approach	89	77	80	+3	75
Meets	68	50	51	+1	46
Masters	49	29	26	-3	23

2022 STAAR Performance Math

4th	18-19	20-21	21-22	△	State 21-22
Approach	79	68	71	+3	69
Meets	55	43	44	+1	41
Masters	37	26	27	+1	23

5th	18-19	20-21	21-22	△	State 21-22
Approach	89	77	80	+3	75
Meets	68	50	51	+1	46
Masters	49	29	26	-3	23

STAAR/EOC Performance Mathematics

6th Grade	18-19	20-21	21-22	△	State 21-22
Approach	90	83	84	+1	70
Meets	63	52	52	0	35
Masters	34	28	23	-5	14
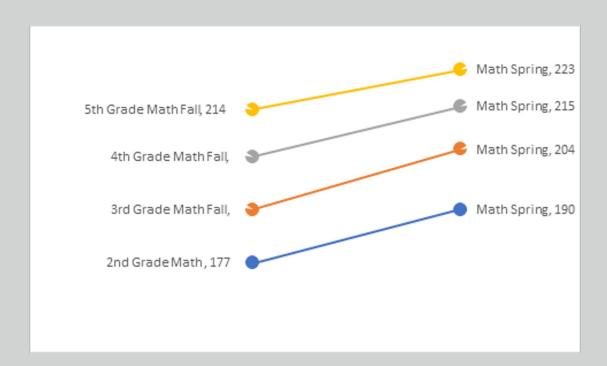
7th Grade	18-19	20-21	21-22	△	State 21-22
Approach	76	51	55	+4	57
Meets	33	13	16	+3	27
Masters	5	3	3	0	11
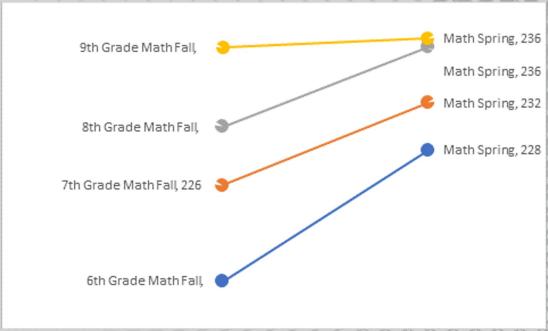
STAAR/EOC Performance Mathematics

8th Grade	18-19	20-21	21-22	△	State 21-22
Approach	92	80	80	0	68
Meets	69	51	47	-4	37
Masters	39	16	17	+1	13
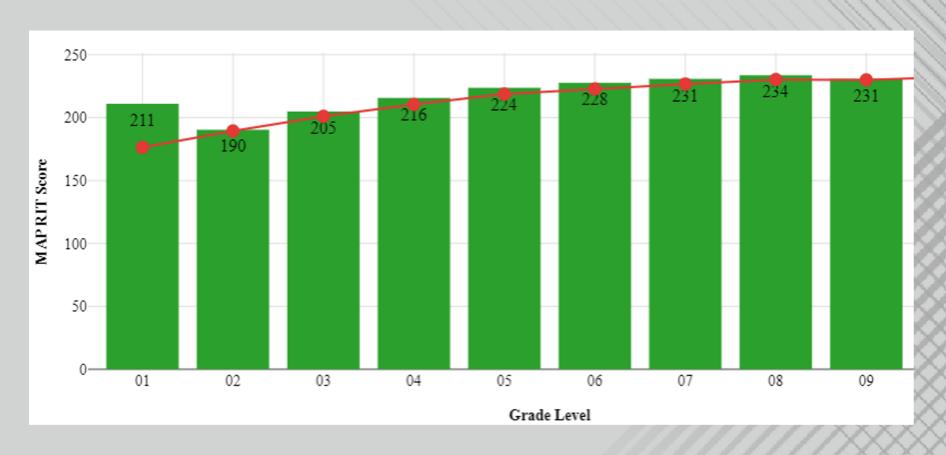
Algebra 1	18-19	20-21	21-22	△	State 21-22
Approach	94	88	85	-3	72
Meets	80	60	57	-3	44
Masters	56	34	34	0	28

2021-22 MAP Math Data

Left chart:
- 5th Grade Math Fall, 214 → Math Spring, 223
- 4th Grade Math Fall, → Math Spring, 215
- 3rd Grade Math Fall, → Math Spring, 204
- 2nd Grade Math, 177 → Math Spring, 190

Right chart:
- 9th Grade Math Fall, → Math Spring, 236
- 8th Grade Math Fall, → Math Spring, 236
- 7th Grade Math Fall, 226 → Math Spring, 232
- 6th Grade Math Fall, → Math Spring, 228

2021-22 MAP Math Data

MAP RIT Score   ● Norms Mean Score

2022 STAAR Performance Science

5th	18-19	20-21	21-22		State 20-21
Approach	80	77	74	-3	66
Meets	56	43	45	+2	37
Masters	28	18	22	+4	17

STAAR/EOC Performance Science

8th Grade	18-19	20-21	21-22	△	State 21-22	Biology	18-19	20-21	21-22	△	State 21-22
Approach	92	83	83	0	71	Approach	96	92	90	-2	81
Meets	72	61	55	-6	42	Meets	81	74	72	-2	56
Masters	24	36	31	-5	22	Masters	41	32	32	0	23

STAAR/EOC Performance
Social Studies

8th Grade	18-19	20-21	21-22	△	State 21-22
Approach	81	74	77	+3	57
Meets	52	41	44	+3	28
Masters	33	20	27	+7	17

US History	18-19	20-21	21-22	△	State 21-22
Approach	97	96	95	-1	88
Meets	88	86	84	-2	70
Masters	63	64	60	-4	43

2018-2022 Strategic Goal 1

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

2021 -2022 Performance Obj. 3

College, Career, Military, and Life Readiness: NISD will ensure that every student is prepared to succeed in life after high school by developing strong social, emotional, and behavioral skills and by achieving College, Career, and Military Readiness (CCMR) status in order to attain their definition of personal success through personalized learning opportunities, equitable access, and appropriate support for their chosen pathways.

NISD

District Goals

College, Career, and Military Readiness The percent of graduates that meet the criteria for CCMR will increase from 78% to 82% by 2024.					
	2020 (2019 graduates)	2021 (2020 graduates)	2022 (2021 graduates)	2023 (2022 graduates)	2024 (2023 graduates)
Goal	78%	80%	81%	82%	82%
Actual	78%	69%	68%	tbd	tbd
New CCMR Indicators	55%	59%	68%	tbd	tbd

CCMR Indicator Change

CCMR Indicator Change	Description	Impact	Adaptation
CTE Concentrators (enacted 2020)	The State no longer gives credit for concentrators, only completers.	No longer receive credit of .5 points on every child taking only 2 CTE Courses	Strong alignment of Programs of Study so that students stay in our programs for 3 or more courses equalling 4 or more credits to achieve CTE completer status.
College Testing Admission Requirements (enacted 2020)	Universities & Colleges waived the SAT and ACT requirement for admission due to pandemic.	Fewer students were willing to sit for the ACT/SAT exams.	Increased efforts to promote the TSIA and administer the TSIA during school day and online through Zoom and Examity. The number of students taking the TSIA doubled and has continued to increase since.
Military (enacted 2020)	The State removed credit for students who enlist/enter Military.	Minimal impact, but does result in a slight reduction in credit	TEA is working with the DOD to have military enlistments reported directly. In the meantime, we are still attempting to collect military enlistments from students on our own so we will have a process in place to collect the information in the event the collection expectation is placed back on districts.
COVID Pandemic (Greatest impact on 2021 Graduates)	Decrease in Certification testing ability, TSI/ACT/SAT testing coupled with indicator changes resulted in large impact.	Dip in Overall Achievement from 78% to 69%	Virtual proctoring of exams, summer certification labs, returned to strong ibc certification focus with return to school post-pandemic.

CCMR Comparison Data

College, Career, and Military Readiness			
	2020 (actually 2019 graduates)	**2021** (actually 2020 graduates)	**2022** (actually 2021 graduates)
NISD ISD	78%	69%	68%
Keller ISD	76%	64%	*Unavailable*
Eagle-Mountain Saginaw	67%	53%	*Unavailable*
Fort Worth ISD	63%	62%	*Unavailable*
Denton ISD	75%	63%	*Unavailable*
State of Texas	73%	63%	*Unavailable*
Region 11	69%	60%	*Unavailable*

Certification Growth:

2015 = 83
2018 = 3,086
2020 = 3,243
2021 = 3,457
2022 = 4,151

4,000+

22-23 District Improvement Plan DEIC Electronic Vote

- Expect an email approx. Tuesday, September 20.

- Review the District Improvement Plan.

- Please vote – approve/disapprove – by the end of the day, Thursday, September 22.

- 2022-2023 District Improvement Plan will be presented to the Board on September 26, for final approval October 17.

STUDENT CODE OF CONDUCT CHANGES

Additions to the Quick Reference Guide:

- Being in an area for reason not designed for the locations appropriate use (restrooms, locker rooms…) (Elementary and Secondary)
- Being in a restroom or stall with another person when the restroom or stall is designed for an individual (Secondary)
- Creating an unsafe environment by opening or propping open doors and allowing access into the building or facility individuals who are not following district guidelines for entering NISD properties (Secondary)

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STUDENT HANDBOOK CHANGES

Dress and Grooming:

Basic Principle:

Private parts and undergarments must be fully covered by clothing. Clothing covering undergarments may not be see-through. Plunging necklines are not allowed. All items listed in the "must wear" and "may wear" categories below must meet this basic principle.

NISD

STUDENT HANDBOOK CHANGES

Dress and Grooming:

The district's dress code is established to prevent disruption and minimize safety hazards. All students are expected to dress in a respectful manner within the acceptable standards of the community and in such a manner as to contribute to the academic atmosphere, not detract from it.

NISD expects that all students will dress in a way that is appropriate for the school day and for any school sponsored event. Our Student Dress Code is designed to accomplish several goals:

- Maintain a safe learning environment in classes where protective or supportive clothing is needed, such as chemistry/biology, dance, or PE.
- Prevent students from wearing clothing or accessories that denote, suggest, or display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities.
- Prevent students from wearing clothing or accessories that will interfere with the operation of the school, disrupt the educational process, invade the rights of others, or create a reasonably foreseeable risk of such interference or invasion of rights.
- Prevent students from wearing clothing or accessories (including flags or capes) that reasonably can be construed as being or including content that is profane[APM1] , racist, lewd, vulgar or obscene, or that reasonably can be construed as containing fighting words, speech that incites others to imminent lawless action, defamatory speech, or threats to others.

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STUDENT HANDBOOK CHANGES

Dress and Grooming:

Students Must Wear:
- Clothing including both a shirt with pants, shorts, dress, skirt, or the equivalent and shoes.

- Shirts and dresses must have fabric in the front and on the sides

- Shirt length must meet the top of pants/waistband without alteration.

- Proper undergarments must be worn[APM1] and covered by outer clothing.

- Fabrics covering all private parts[APM2] must not be see through.

- Clothing must be suitable for all scheduled classroom activities including PE, science labs, CTE courses, and other activities where unique hazards exist.

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STUDENT HANDBOOK CHANGES

Dress and Grooming:

Students May Wear:

- Athletic attire
- Bandanas as a headband or scarf
- Clothing with commercial or athletic logos if they do not violate the guidelines in the "May Not Wear" section below.
- Fitted pants, including opaque leggings, yoga pants and skinny jeans
- Hats, caps, visors or similar hat like apparel as long as they do not create a safety concern, a distraction inside of school buildings, classrooms, or   instructional settings
- Hoodie sweatshirts (wearing the hood overhead is not allowed inside the building). The face and ears must be visible to school staff.
- Religious headwear
- Ripped jeans if underwear and buttocks are not exposed
- Sweatpants, shorts, skirts, dresses, pants
- Tank tops with straps at least 2 inches wide (the width of a student ID)

STUDENT HANDBOOK CHANGES

Dress and Grooming:

Students May Not Wear:

- Accessories that could be considered dangerous or could be used as a weapon
- Any clothing that reveals undergarments
- Any item that obscures the face or ears (except as religious observance or as required by the district to mitigate health risks associated with the spread of communicable diseases).
- Hate speech, profanity, pornography
- Images or language depicting drugs or alcohol (or any illegal item or activity)
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups
- Strapless, backless, halter, bare-midriff, spaghetti strap shirts/blouses, muscle shirts or sleeveless undershirts.
- Swimsuits (except as required in class or athletic practice)
- Violent language or images

STUDENT HANDBOOK CHANGES

Dress and Grooming:

The principal, in connection with the sponsor, coach, or other person in charge of an extracurricular activity, may regulate the dress and grooming of students who participate in the activity. For special events, defined by campus administration, specific dress requirements may be set.

Solutions to Address Dress Code

If a student is not following the dress code, the administrator/staff member should address the student in private to come up with a solution using the following guidelines:

- Students will be given the option of removing articles and accessories that do not conform to the dress code.
- Students will be asked to put on their own alternative clothing, if readily available at school, to be dressed in compliance with code for the remainder of the day.
- Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day.
- If necessary, students' parents/guardians may be called during the school day to bring alternative clothing for the student to wear for the remainder of   the school day.

The school administrators may make appropriate adjustments in the dress code to fit the unique needs of a campus or student needs. The campus administration shall employ appropriate disciplinary procedures to carry out and enforce this policy.

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STUDENT HANDBOOK CHANGES

HB4545

Removed provisions for the 2021-2022 school year:

- parent requesting in writing that at student in grade 4, 5, 6, 7, or 8 repeat the previous grade.

- parent requesting in writing that a student repeat a course taken for high school credit that the student took for credit in the 2020-2021 school year.

Added the definition of an Accelerated Learning Committee to the glossary - Accelerated learning committee (ALC) is a committee that must be established when a student does not perform satisfactory on the math or reading assessment in grades 3, 5, or 8. The committee includes district personnel and the student's parent and develops an educational plan for accelerated instruction to enable the student to perform at the appropriate grade level by the end of the next school year.

STUDENT HANDBOOK CHANGES

Added wording to address students participating in telehealth appointments while on campus:

Student Telehealth Appointments: Note that documented health-care appointments may include telehealth appointments. Students who are physically on campus will not be allowed to participate in telehealth or other online appointments without specific authorization from an appropriate administrator. Students should not use district-issued technology, including wifi or internet, for telehealth appointments because the district-owned equipment and its network systems is not private.

NISD

COVID Protocols & Return to Learn

COVID Protocols & Return to Learn

REMINDER

Deadline to register to vote is October 11th.