REQUIREMENTS

- TEC 11.251(a): The Board of Trustees shall annually ensure development of and approve both the district and campus performance objectives.

- TEC 11.252(a): The superintendent must annually develop, evaluate, and revise the district plan with the assistance of the district-level planning and decision making committee.

NISD

REQUIREMENTS

- TEC 11.252: The District Improvement Plan must include:
  - Needs Assessment
  - Performance Objectives
  - Staff responsible, timelines for monitoring, and resources
  - Specific items

NISD

STRATEGIC PLANNING FLOWCHART

Core Beliefs

↓

Vision

↓

Mission

↓

Strategic Goals

↓

Performance Objectives

↓

District Improvement Plan

↓

Department Action Plans

Campus Improvement Plans

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.

NISD

VISION

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

NISD

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.

NISD

2018-2022 Northwest ISD Strategic Framework

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.
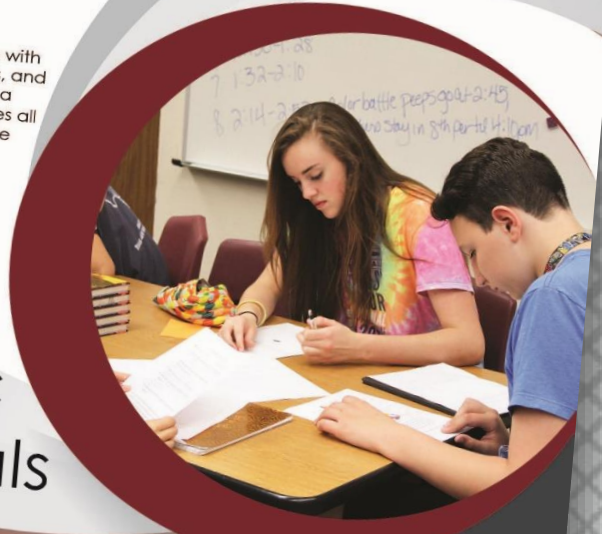
Learning is influenced by environment.

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.

NISD

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 Goals

- Faculty and Staff Support

- Financial Reform and Transparency

- Safety and Security

- Fast-Growth Planning

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

1. **Literacy:** 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.

2. **Academic Progress:** 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.

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.

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 Goal	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

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 Goal	2024
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.

	2020* *2019 Data	2021	2022 Goal	2022 Results	2023 Goal	2024
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

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%		
Based on New Indicators	55%	59%	68%		

College, Career, and Military Readiness– *Revised Due to TEA Changes in Indicators*
The percent of graduates that meet the criteria for CCMR will increase from **55% to 74% by 2024**.

	2020 (2019 graduates)	2021 (2020 graduates)	2022 (2021 graduates)	2023 (2022 graduates)	2024 (2023 graduates)
Goal (Based on New Indicators)	55%	59%	68%	72%	74%

College, Career, and Military Readiness
The percent of graduates that meet the criteria for CCMR will increase from 78% to 82% by 2024.

	2020*	2021*	2022 Goal*	2022 Results *(2021 Grads)*	2023 Goal	2024
African-Am	60.9%	64%	67%	48%	**68%**	75%
Hispanic	64.3%	68%	70%	58%	**70%**	75%
White	75.8%	78%	79%	71%	**79%**	80%
Am. Indian	45.5%	65%	66%	83%	**66%**	70%
Asian	92.8%	97%	98%	79%	**98%**	98%
Pacific Island	100%	100%	100%	25%*	**100%**	100%
2+ Races	63.3%	70%	71%	25%*	**71%**	71%

College, Career, and Military Readiness – *Revised Due to TEA Changes in Indicators*
The percent of graduates that meet the criteria for CCMR will increase from 78% to 82% by 2024.

	2020*	2021*	2022 Goal*	2022 Results (2021 Grads)	2023 Goal	2024
African-Am	60.9%	64%	67%	48%	**52%**	55%
Hispanic	64.3%	68%	70%	58%	**62%**	65%
White	75.8%	78%	79%	71%	**79%**	80%
Am. Indian	45.5%	65%	66%	83%*	**80%**	82%
Asian	92.8%	97%	98%	79%*	**98%**	98%
Pacific Island	100%	100%	100%	25%*	**100%**	100%
2+ Races	63.3%	70%	71%	25%*	**71%**	71%

* Low numbers

CCMR Indicator Changes

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.

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

1. **Faculty and Staff Support:** NISD will retain and maintain highly effective staff by equipping staff with the appropriate culture, resources, and professional development to be successful in their role.

NISD

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

1. **Safety and Security:** NISD will continue efforts to provide safer learning environments for our students, staff, and community.

2. **Financial Reform and Transparency:** NISD will embrace a culture of financial reform and continued transparency through a strategic budget analysis and long-term financial planning.

3. **Fast-Growth Planning:** NISD will continue proactive planning and management of facilities, systems, and processes to maintain the district's standards of educational excellence while experiencing rapid student enrollment growth.
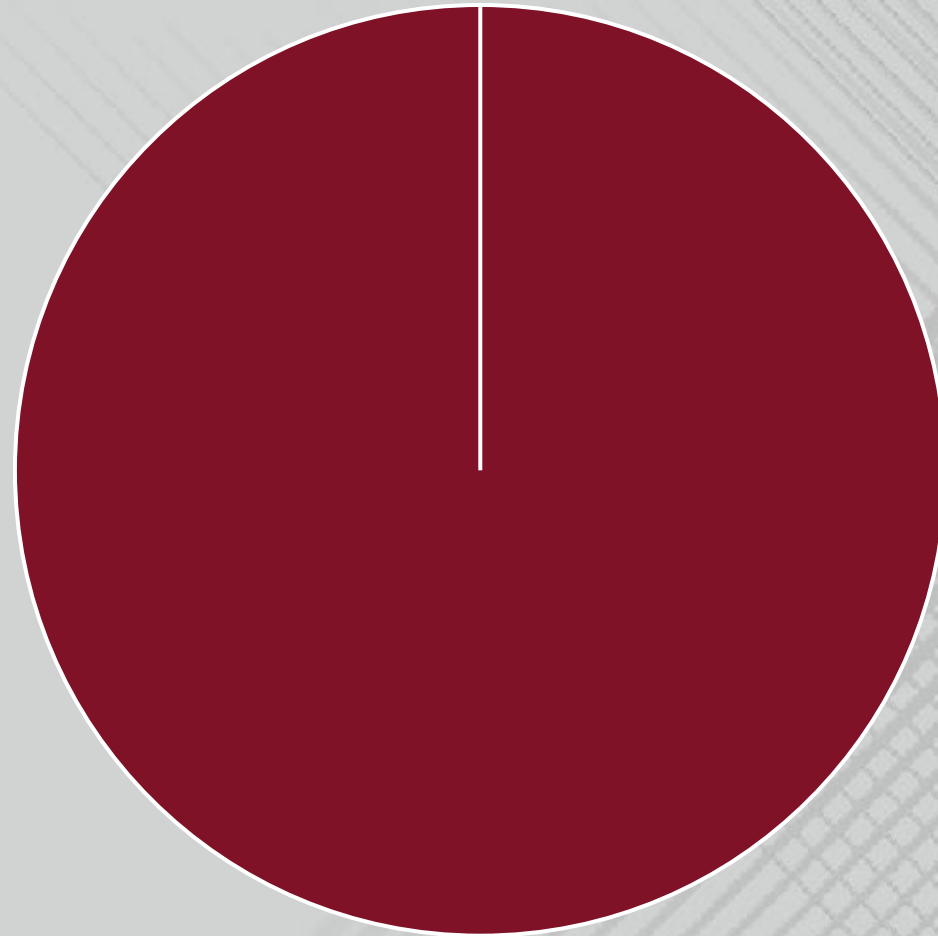
2022-2023 District Improvement Plan

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Strategies

7 Performance
Objectives

3 Strategic Goals

STRATEGIC PLANNING SCHEDULE

Date	Description	Responsibility	Complete
May 17	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
July 1	Team of 8 Training	Dr. Hicks	√
July 19 & 20	Leadership Academy	Staff	√
September 13	DEIC Meeting – DIP Introduction	DEIC	√
September 23	DEIC – DIP Vote / Approval	DEIC	√
September 26	2022-2023 DIP Board Review	Dr. Griffin	√
October 7	Deadline to Submit CIPs and Department Action Plans	Staff	
October 17	2022-2023 DIP Board Action	Dr. Griffin	
October 17	2022-2023 CIPs Board Review	Dr. Griffin	
November 14	DIP Formative Review	Executive Cabinet	
November 14	2022-2023 CIPs Board Action	Dr. Griffin	
November 14	Strategic Framework Board Review	Dr. Griffin	
December 12	Strategic Framework Board Action	Dr. Griffin	
January 9	DIP Formative Review	Executive Cabinet	
January 23	2022-2023 DIP Mid-Year Summary Report to the Board	Dr. Griffin	
March 6	DIP Formative Review	Executive Cabinet	
May 16	DEIC - End of Year DIP Review and Needs Assessment	DEIC	
May 22	2022-2023 DIP Summative Review	Executive Cabinet	
June 12	2022-2023 DIP Summary Report to the Board	Dr. Griffin	