



# District Improvement Plan Mid-Year Formative Review

February 13, 2023

# 2022-2023 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 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  
2022-2023

Northwest  
INDEPENDENT SCHOOL DISTRICT

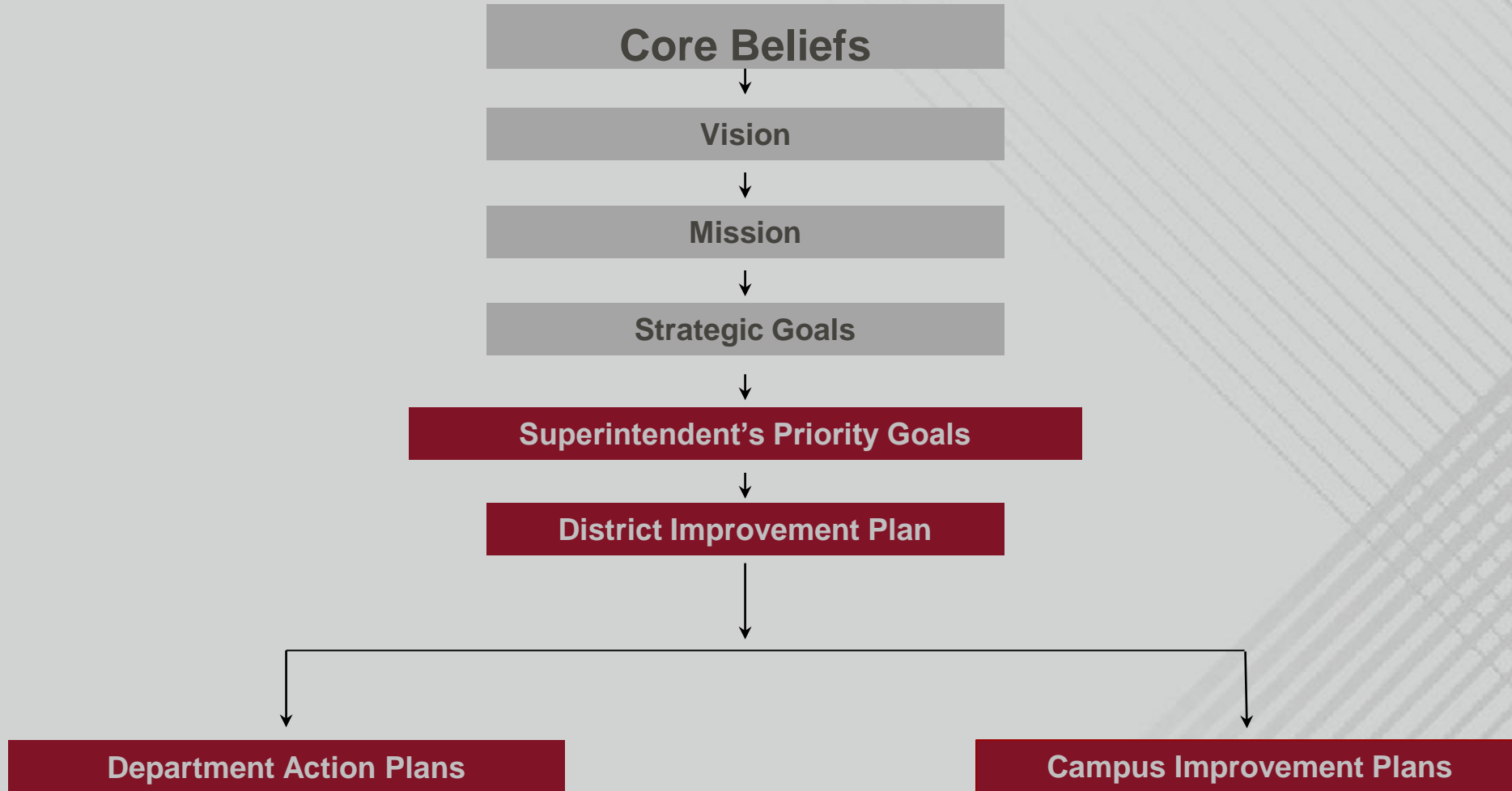
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1 of 49

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- **Based on the 2018-2022 Strategic Framework**
- **Approved October 17, 2022**

# NISD Strategic Planning Process



# STRATEGIC PLANNING SCHEDULE

Date	Description	Responsibility	Complete
May 17	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
<b>July 1</b>	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	√
<b>September 26</b>	2022-2023 DIP Board Review	Dr. Griffin	√
October 7	Deadline to Submit CIPs and Department Action Plans	Staff	√
<b>October 17</b>	2022-2023 DIP Board Action	Dr. Griffin	√
<b>October 17</b>	2022-2023 CIPs Board Review	Dr. Griffin	√
November 14	DIP Formative Review	Executive Cabinet	√
<b>November 14</b>	2022-2023 CIPs Board Action	Dr. Griffin	√
<b>November 14</b>	Strategic Framework Board Action	Dr. Griffin	√
January 17 & 23	DIP Formative Review	Executive Cabinet	√
<b>February 13</b>	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	
<b>June 12</b>	2022-2023 DIP Summary Report to the Board	Dr. Griffin	

# 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.



## Mid-Year Formative Review

# Goal 1 Highlights

### **Literacy and Academic Progress**

- Strong emphasis on Content Literacy across all core content areas and CTE courses.
- Increase in rigor embedded in assessments. New STAAR question types are included with training for teachers.
- January PD included data dives to review data, specifically targeting new STAAR question types and student performance data.
- Additional training for teachers on using new online STAAR tools have been provided.



Mid-Year Formative Review

# Goal 1 Highlights

## Literacy and Academic Progress

- Continued support for teachers' implementation of curriculum and with coaching support for additional short and extended responses.
- PLC support with lesson design to support new STAAR question types and writing expectations.
- Teachers receive ongoing coaching and support with new rubrics and visual aids to support writing.



## Mid-Year Formative Review

# Goal 1 Highlights

### **Academic Progress in Math**

- Focused on math problem-solving, math journals, and teacher feedback.
- Feedback collected from curriculum writers on the effectiveness of the new math foundations curriculum.
- Student journal goal setting and feedback templates have been shared to continue to support teachers.





## Mid-Year Formative Review

# Goal 1 Highlights

### **College, Career, and Life Readiness**

- Aligned High School showcases at all four campuses and advertised CTE programs with strong marketing materials; CTE Career Trees.
- CTE teachers trained to help advise students on next course selection for program of study and CCMR goals.
- Continued emphasis on providing TSI resources and support as well as testing opportunities.



**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.

<b>2020*</b> <i>*2019 Data</i>	<b>2021</b>	<b>2022 Results</b>	<b>2023 Goal</b>	<b>2023 MOY MAP</b>	<b>2024</b>
<b>83%</b>	<b>74%</b>	<b>82%</b>	<b>86%</b>	<b>79%</b>	<b>92%</b>

**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.

	<b>2020*</b> <i>*2019 Data</i>	<b>2021</b>	<b>2022 Results</b>	<b>2023 Goal</b>	<b>2023 MOY MAP</b>	<b>2024 Goal</b>
<b>African-Am</b>	<b>74%</b>	<b>59%</b>	<b>72%</b>	<b>79%</b>	<b>68%</b>	<b>85%</b>
<b>Hispanic</b>	<b>79%</b>	<b>64%</b>	<b>78%</b>	<b>84%</b>	<b>72%</b>	<b>90%</b>
<b>White</b>	<b>85%</b>	<b>80%</b>	<b>84%</b>	<b>90%</b>	<b>83%</b>	<b>95%</b>
<b>Am. Indian</b>	<b>64%</b>	<b>67%</b>	<b>86%*</b>	<b>79%</b>	<b>82%*</b>	<b>85%</b>
<b>Asian</b>	<b>93%</b>	<b>83%</b>	<b>91%</b>	<b>92%</b>	<b>83%</b>	<b>95%</b>
<b>Pacific Island</b>	<b>80%</b>	<b>63%</b>	<b>83%*</b>	<b>83%</b>	<b>60%</b>	<b>89%</b>
<b>2+ Races</b>	<b>87%</b>	<b>72%</b>	<b>77%</b>	<b>88%</b>	<b>76%</b>	<b>94%</b>
<b>SpEd</b>	<b>53%</b>	<b>44%</b>	<b>54%</b>	<b>64%</b>	<b>59%</b>	<b>70%</b>
<b>Eco Dis</b>	<b>69%</b>	<b>55%</b>	<b>78%</b>	<b>75%</b>	<b>63%</b>	<b>81%</b>
<b>ELL</b>	<b>83%</b>	<b>60%</b>	<b>80%</b>	<b>86%</b>	<b>66%</b>	<b>90%</b>

\* 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 Results	2023 Goal	2023 MOY MAP	2024
82%	71%	76%	87%	76%	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 Results	2023 Goal	2023 MOY MAP	2024 Goal
African-Am	73%	55%	59%	75%	55%	83%
Hispanic	73%	63%	72%	83%	71%	91%
White	86%	76%	80%	91%	82%	96%
Am. Indian	55%	50%	100%*	70%	73%*	80%
Asian	96%	77%	90%	92%	85%	95%
Pacific Island	80%	75%	67%*	90%	0%*	95%
2+ Races	90%	73%	71%	83%	71%	91%
SpEd	49%	41%	42%	61%	57%	71%
Eco Dis	69%	54%	61%	74%	57%	82%
ELL	69%	58%	71%	78%	55%	86%

\* Low numbers

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

**Faculty and Staff:** NISD will recruit and retain a diverse employee population through the use of a strategic, competitive total compensation and benefits plan.



## Mid-Year Formative Review

# Goal 2 Highlights

### **Grow Our Home Program**

- Increased compensation for targeted employees (min. hourly wage \$15/hour).
- Recruiting student teachers (monthly activities, reception, incentive).
- Hosting a series of Grow Our Home events to promote pathways to become a certified teacher.



Mid-Year Formative Review

# Goal 2 Highlights

## Professional Learning

- January PD- A variety of sessions for teachers were offered to allow teachers to choose based on their interest and needs.
- New Teacher Academy for the spring has been designed for teachers based on experience and content to meet the needs of teachers.



## Mid-Year Formative Review

# Goal 2 Highlights

### Leadership Pathways

- Over 70 participants in our Leadership Pathway course.
- Completed Fall course: Foundations of Effective Leadership.
- Participants have selected the pathway they want to pursue. The pathway courses are under way.
- Pathway courses began on January 25, 2023, and will continue through December 2023.



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

1. **Financial Reform:** NISD will embrace a culture of financial reform and continued transparency through a strategic budget analysis and long-term financial planning.
2. **Safety and Security:** NISD will continue efforts to provide safer learning environments for our students, staff, and community.
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.





Mid-Year Formative Review

# Goal 3 Highlights

## **Budget Sustainability Plan**

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



## Mid-Year Formative Review

# Goal 3 Highlights

### **Safety and Security**

- Trainings and drills are ongoing, and all required drills were completed for the first half of the school year.
- Door audits by the state continue on a regular basis. We have fulfilled all requirements associated with the door audits.
- All other state mandates for safety and security have been fulfilled.



## Mid-Year Formative Review

# Goal 3 Highlights

### **Fast-Growth Planning**

- Long Range Planning Committee met throughout the fall semester and in January.
- The committee has concluded its work and has recommended a bond referendum to the Board of Trustees for \$1,995,500,000, with 86% of the bond package designated to accommodate our rapid growth.
- Construction projects continue to advance and are currently on schedule.



## Mid-Year Formative Review

# Goal 3 Highlights

### **Communication**

- Ongoing implementation and enhancement of Parent Square, including all parents/guardians receiving communication in their desired language set at enrollment.
- Family survey is currently underway and will provide us with valuable feedback about the district and our schools from our community.



# Questions?

