

DEIC



March 26

DISTRICT EDUCATION IMPROVEMENT COUNCIL AGENDA

March 26, 2024

Welcome Co-Chair

TAPR Report (required) Dr. DeSimone

Overview of Benefits and Compensation Process
..... Kim Barker

Facilities and Construction Report Tim McClure

Listening Sessions Dr. Griffin

Superintendent Evaluation Instrument Dr. Foust

Adjourn Co-Chair

Questions & Answers

Next Meeting May 14, 2024

2023-2028 Northwest ISD Strategic Goals and Priorities

STRATEGIC GOALS 2023-2028



Our Core Beliefs

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

Our Vision

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

Our 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

Strategic Goal 1

Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

NISD PRIORITIES:

Literacy

- 1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.

Academic Progress

- 1.2 Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

College, Career, Military & Life Readiness

- 1.3 Our students will graduate life ready and prepared for success in career, college, or military service.

Strategic Goal 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

NISD PRIORITIES:

Recruit

- 2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Value

- 2.2 Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Retain

- 2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

Strategic Goal 3

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

NISD PRIORITIES:

Engagement

- 3.1 Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Culture

- 3.2 Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Safety

- 3.3 Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

Beliefs, Vision, Mission

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Goals & Priorities

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TAPR Report

Dr. Melissa Desimone



Overview of Benefits & Compensation Process

Kim Barker



Facilities & Construction Report

Tim McClure



Listening Sessions

Dr. Michael Griffin



Strategic Goal 2 Strategies

NISD Strategic Goal 2: Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

Priority 2.2: Value

Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

District Strategies:

1. Continue to **review the NISD Compensation Plan and make adjustments** as necessary to ensure our employees are appropriately compensated and within market values. (HR & Finance)
2. **Value teachers and staff by providing opportunities for feedback** to guide future district processes, resources, and support. (C&I)
3. Implement teacher and staff listening sessions at campuses to **provide teachers and staff with an outlet to provide actionable feedback.** (Cabinet)



Listening Session Update

- Campus Listening Sessions complete
- Department Listening Sessions coming soon
- Analyzing 50 pages of campus notes



Campus Listening Session Update

Initial Campus Listening Session Update

- Emailed to all staff by Dr. Foust, March 8
- Message included link to more detailed AI summary



Campus Listening Session Update

NISD Staff Message – March 8, 2024

Dear NISD Team,

As we enter a much-deserved spring break, I want to thank you for all teachers and staff go above and beyond to provide meaningful experiences. I am so grateful to work in Northwest ISD alongside you.

I'd also like to thank you for your commitment to continuous improvement of our district better.

Our campus staff listening sessions in January and February provided insight into ways our district can improve and support our teachers.

After these first listening sessions, we think we may have discovered certain of the frequency, but I am certain we will have another round would like to share with you a summary of the information we collected every single concern and that we have barriers like state requirements want to be careful to "under promise and over deliver", but we hope in our hope to connect and co-create solutions, **we are acting on the ideas you shared.**

Big Ideas / Recurring Themes / Chat GPT

The following are the recurring themes: Higher Compensation opportunities, reduce teacher workload, support for student and support for students with special needs.

We created a Google document to aggregate and review all Artificial Intelligence (two different chat bots, Chat GPT and Claude) that were gathered from campuses. We even asked AI to check here to read the [AI summaries](#) and analysis. In addition to through every individual piece of feedback we received on

Immediate Action / Next Steps

Here are some of the initiatives we've been able to act on

- **Veteran Teacher Pay:** We are currently building that will be addressing where we rank in the region competitive in pay overall, our ranking decreases experience. I can't yet share full details because we know this is the highest priority.
- **Stipend Review:** Along with veteran teacher pay, we are reviewing compensation in our listening sessions. We are reviewing stipends and adjust in areas where we fall below

Based on the listening session notes, what are some changes we can make that will help with the culture for staff. (Secondary campus listening session notes)

Chat GPT

Based on the provided feedback from various schools within the Northwest Independent School District (NISD), here are some changes that could help improve the culture of staff:

Compensation:

- Increase transparency in the salary schedule, making it publicly available.
- Review and adjust the midpoint raises to ensure fairness across staff with different years of service.
- Reevaluate stipends for various roles, including those with advanced degrees and high-demand positions.
- Address the discrepancy in pay compared to surrounding districts to remain competitive.
- Consider compensating for extra workdays added to the school year.
- Ensure class sizes meet recommended ratios and adjust as necessary.
- Provide adequate compensation and support for special education teachers and paraprofessionals.
- Explore options for compensating teachers for additional planning time and workload.

Value:

- Foster a culture where teachers feel valued and respected by both campus and district administration.
- Provide more opportunities for teacher voices to be heard in decision-making processes.
- Allocate sufficient time during professional development days for teachers to collaborate and work on their own time.
- Ensure that district initiatives and trainings align with the needs of

Claude

Here are some potential changes that could help improve the culture for staff, based on the common themes from the listening session notes:

- Increase transparency around compensation - clearly communicate pay scales, raises, stipend amounts, etc. Make midpoint calculations understandable.
- Provide more opportunities for teacher input - survey teachers on PD needs, get feedback on programs and tools, include teacher voice in decision making.
- Allow more flexibility & choice - offer flexibility in PD options, give choice in topics and timing. Provide flexibility in use of planning time.
- Evaluate workload and eliminate unnecessary tasks - streamline required programs/tools, reduce redundant training, look for efficiencies.
- Prioritize planning time - protect teacher plan time, minimize required meetings during plan time. Build in more collaborative planning.
- Support new teachers - provide strong mentoring program, onboarding training, additional classroom support.
- Focus professional development - make PD more targeted, differentiated by position/campus, with follow up. Align to teacher needs.
- Develop teacher wellbeing strategies - promote work-life balance, add mental health supports, look at class sizes and inclusion.
- Review compensation structure - adjust pay scales to retain experienced teachers, increase extra duty pay, examine stipends.
- Support paraprofessionals - increase pay, provide additional training, enable opportunities to substitute teach.
- Enhance communication - frequently

Listening Sessions

Positive Aspects to Maintain

- Recognizing achievements
- Professional development opportunities
- Collaborative culture
- Supportive leadership
- Commitment to student success
- Open communication channels
- Inclusive and diverse environment
- New teacher supports
- Campus-level supports
- Curriculum writing support
- District PD team

Listening Sessions

Areas of Improvement

- The compensation structure
- Increasing compensation transparency
- More opportunities for teacher input
- Flexibility in PD
- Evaluating workload and prioritizing planning time
- Supporting new teachers and paraprofessionals
- Enhancing communication and fostering relationships
- Addressing special education needs
- Competitive stipends
- Differentiated PD
- Providing more planning time and flexibility

Listening Session: Quick Wins

- Childcare – March 18 & 19
- Professional Learning Advisory Committee
- Special Education Para Laptops
- School Finance Ambassadors



School Finance Ambassadors

First Meeting: 4:15 p.m., Wednesday, March 27

- New committee suggested during Listening Sessions.
- Goal - to inform and equip ambassadors with finance information to share with campus staff.
- One volunteer from each campus.
- Meetings held once a quarter.
- Meetings will address a topic (Compensation Plan, Mid-Point Raise, etc.) and provide feedback opportunity for future topics.



Superintendent Evaluation Instrument

Dr. Mark Foust





Questions?