



End-of-Year Needs Assessment

Dr. Michael Griffin

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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Priorities

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District Highlights:

- Implemented mClass Literacy Assessment and other BOY and MOY assessments. Using assessment data to support campuses and teachers.
- Provided TEKS clarifying documents to support teachers in planning and instruction.
- Providing support with math & science journal writing to support content literacy across all levels.
- Assisting campuses in monitoring students who have/have not met 'college and career readiness.'



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Campus Highlights:

- Writing in journals across all content areas.
- Student Progress Monitoring (SPM) in journals for each unit.
- Using mClass data to support individualized goal setting for students
- NEF grant for math picture books to promote literacy in math instruction
- PTA initiative -Wise County students will receive a book at home (under age 5)
- CTE-Content literacy articles added to curriculum. Students are annotating articles and writing responses in CTE classes



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Needs to Consider for Next Year





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District Highlights:

- Created a Welcome Home Conference for teachers new to the district.
- New Teacher Support Specialists, curriculum coaches and teacher mentor program are supporting our new teachers to NISD.
- Hosted Grow Our Home Academy.
- Continued focus on our compensation plan to recruit and retain our exceptional teachers and staff.
- Designed and offered Professional Learning sessions based on teacher feedback and provided choice to teachers in PD they have engaged in.
- Engaging in Listening Sessions with each campus and their staff.



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Campus Highlights:

- Listening Session - staff felt valued and heard
- Appreciate stipends that were added for UIL coaches at elementary and compensation for covering classes when we don't have a GE
- Walk-Through Wednesdays - visiting classrooms and showcasing the great things we see in each other's classrooms
 - Padlet to give positive feedback
- NEF Resource Store has served approx 1000 different staff members:
 - 87,000 supplies/books
- Buddy & Mentor system for paraprofessionals
- Hump Day Hooray - write notes of encouragement and appreciation to to each other
- former NISD students returning as student teachers. Excited to be coming back and to see their former teachers



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District Highlights:

- Re-engaged W.A.T.C.H.Dog programs
- District-wide Anti-Bullying initiative with messages, posters, etc.
- Behavior Support Framework initiative with guidance and support from Emergent Tree.
- Student Wellness Ambassadors at secondary.
- Offering Youth Mental Health First Aid training.
- Sharing district information with our community through a newly designed District Dashboard, Facebook Live updates, construction website, etc.
- Implementing Silent Panic Alert System and installation of digital signage across all campuses to enhance safety measures.



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Campus Highlights:

- Safety officers on campuses - feel safe and enhancing culture on campus
- Parent info nights-cell phone awareness; drugs/alcohol awareness, etc.-very informative
- Counselors Corner - monthly sent through parent square
- PTA outreach and support
- PTA Council hosted program on fentanyl
- PTA does a lot to help staff feel appreciated & connect with the community
- Behavior Framework expectations with common language across campus & across district
 - students using the language too
- Reach & Respond to greet students each day
- Calm down corners in classrooms
- Student survey-students saying they feel their teachers care about them with Reach & Respond and other Behavior Support Framework components



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