



**2023-2024**

# **DIP Summative Report**

June 24, 2024

# 2023-2028 Northwest ISD Strategic Goals and Priorities



### 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	Strategic Goal 2	Strategic Goal 3
<p>Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.</p> <p><b>NISD PRIORITIES:</b></p> <p><u>Literacy</u></p> <p>1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.</p> <p><u>Academic Progress</u></p> <p>1.2 Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.</p> <p><u>College, Career, Military &amp; Life Readiness</u></p> <p>1.3 Our students will graduate life ready and prepared for success in career, college, or military service.</p>	<p>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</p> <p><b>NISD PRIORITIES:</b></p> <p><u>Recruit</u></p> <p>2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.</p> <p><u>Value</u></p> <p>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.</p> <p><u>Retain</u></p> <p>2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.</p>	<p>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</p> <p><b>NISD PRIORITIES:</b></p> <p><u>Engagement</u></p> <p>3.1 Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.</p> <p><u>Culture</u></p> <p>3.2 Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.</p> <p><u>Safety</u></p> <p>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.</p>

# Beliefs, Vision, Mission

## 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 Goals

### Strategic Goal 1

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

### 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.

### 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.



# Priorities

## 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.



# STRATEGIC PLANNING SCHEDULE

Date	Description	Responsibility	Complete
May 16	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
June 12	2022-2023 DIP Summative Review	Executive Cabinet	√
June 12	Strategic Planning Summit Recommendation/Goals and Priorities Action	School Board	√
June 26	2023-2024 DIP Summary Report to the Board	Dr. Griffin	√
June 27	Team of 8 Training	Dr. Foust	√
September 11	2023-2024 DIP Board Review	School Board	√
September 12	DEIC Meeting – DIP Overview and Formal Vote	DEIC	√
September 14	Deadline to Submit CIPs and Department Action Plans	Staff	√
September 25	2023-2024 DIP Board Action	School Board	√
September 25	2023-2024 CIPs Board Review	School Board	√
October 9	2023-2024 CIPs Board Action	School Board	√
November 13	DIP Formative Review	Executive Cabinet	√
January 8	DIP Formative Review	Executive Cabinet	√
January 22	2023-2024 DIP Mid-Year Summary Report to the Board	Executive Cabinet	√
March 18	DIP Formative Review	Executive Cabinet	√
May 14	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
June 10	2023-2024 DIP Summative Review	Executive Cabinet	√
June 24	2023-2024 DIP Summary Report to the Board	Executive Cabinet	√
June 24	Review Beliefs, Vision, Mission, Goals, Priorities - Board Discussion / Action	School Board	√





# Strategic Goal 1

Significant Progress Made Towards Meeting  
All Performance Objectives

# Strategic Goal 1 Strategies

**NISD Strategic Goal 1:** Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

## **Priority 1.1: Literacy**

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

### **District Strategies:**

1. Students will **critically write in all content areas** as a way to reflect, explain, justify their thinking, and demonstrate understanding of the content. (C&I)
2. **Support teachers in using a variety of data points to analyze and identify needs of readers** and writers to evaluate and plan for individualized instruction. (C&I)
3. **Implement mClass diagnostic assessment** in grades K-3 and support teachers with using data to make instructional decisions to create small groups for targeted literacy growth. (C&I)





# Summative Highlights

- We saw an increase in the writing occurring in all content areas.
- NISD outperformed the state and region on the written portions of STAAR that require students to read and write about different contents.

	Extended Constructed Response Task (Scored out of 10 pts.)					Short Constructed Response Task (Scored out of 2 pts.)				
	3rd	4th	5h			3rd	4th	5h		
State	2.82	3.87	2.75			0.83	0.51	0.73		
Region	2.75	3.81	2.62			0.82	0.5	0.74		
District	3.16	4.29	3.11			0.85	0.53	0.88		
	Extended Constructed Response Task (Scored out of 10 pts.)					Short Constructed Response Task (Scored out of 2 pts.)				
	6th Grade	7th Grade	8th Grade	English 1	English 2	6th Grade	7th Grade	8th Grade	English 1	English 2
State	3.71	4.28	4.34	3.8	4.67	1.23	1.24	1.18	1.33	1.28
Region	3.66	4.36	4.38	3.88	4.8	1.22	1.23	1.16	1.33	1.29
District	4.15	5.36	5.16	4.97	5.63	1.29	1.42	1.32	1.49	1.48

# Summative Highlights

We successfully implemented mClass diagnostic assessment in grades K-3 and saw significant growth from Middle-of-the-Year to End-of-the-Year, outperforming the state and nation.

2023 - 2024 mCLASS <i>*Baseline Data</i>						Teacher Report <i>*Baseline Data</i>
Grade	Total Students	BOY On Benchmark or Above Level	MOY On Benchmark or Above Level	EOY On Benchmark or Above Level	% Making a Year's Growth or More	EOY Text Level On or Above
<b>K</b>	<b>2040</b>	<b>64%</b>	<b>62%</b>	<b>76%</b>	<b>82%</b>	<b>79%</b>
K TX		46%	51%	63%		
K Nat.		38%	50%	65%		
<b>1st</b>	<b>2194</b>	<b>63%</b>	<b>55%</b>	<b>72%</b>	<b>77%</b>	<b>64%</b>
1st TX		52%	50%	63%		
1st Nat.		50%	50%	65%		
<b>2nd NISD</b>	<b>2165</b>	<b>62%</b>	<b>59%</b>	<b>65%</b>	<b>80%</b>	<b>65%</b>
2nd TX		54%	52%	59%		
2nd Nat.		53%	53%	60%		
<b>3rd</b>	<b>2190</b>	<b>52%</b>	<b>57%</b>	<b>59%</b>	<b>75%</b>	<b>60%</b>
There is no comparison data at this time for 3rd grade.						





# Strategic Goal 1 Strategies

**NISD Strategic Goal 1:** Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

## **Priority 1.2: Academic Progress**

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

### **District Strategies:**

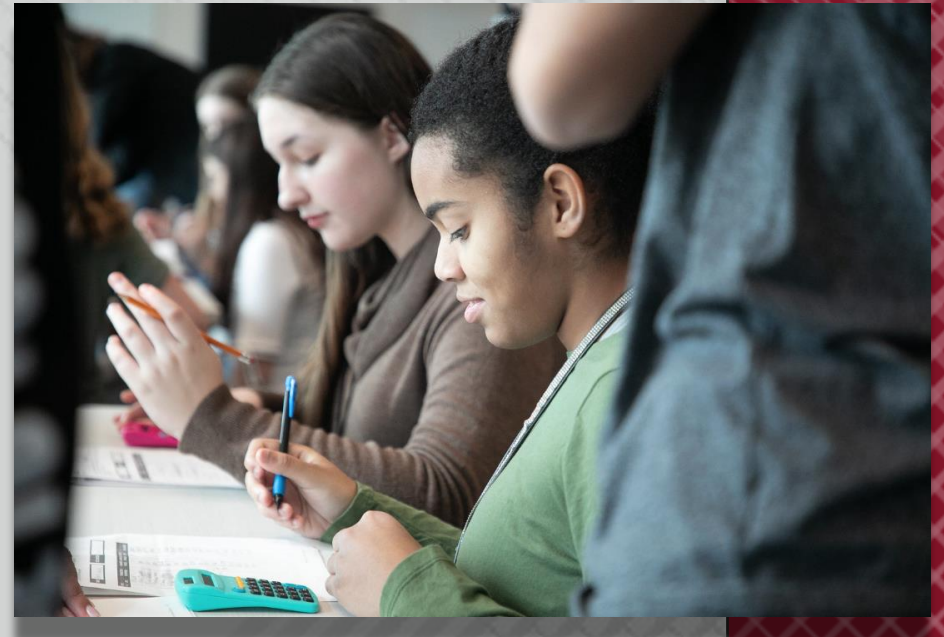
1. **Support teachers in utilizing short-cycle assessments** from the curriculum to continuously monitor student progress. (C&I)
2. **Support teachers and administrators on using Learning Targets** as a tool to build understanding of standards-and **track progress toward mastery** of students' knowledge and skills. (C&I)
3. **Support students, teachers, and campuses with goal setting and tracking progress** using a variety of data points. (C&I)





# Summative Highlights

- Teachers utilized the short-cycle assessments to track data. Data is also used to determine curriculum adjustments and professional learning needs.
- During Learning Teams, evidence of increased application of Learning Targets was observed.
- Increased use of progress monitoring tools being used. Teachers are deepening their use of data for instructional decisions.



# Strategic Goal 1 Strategies

**NISD Strategic Goal 1:** Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

## **Priority 1.3: College, Career, Military & Life Readiness**

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

### **District Strategies:**

1. Develop and enlist Advanced Academic Ambassadors to **increase enrollment in Advanced Academic courses** (AP, On Ramps, dual credit, honors). (C&I)
2. **Leverage collaboration between counseling and CCMR** to communicate with students, families, teachers, and administrators regarding post-secondary success opportunities. (C&I)
3. **Utilize Special Education transition plans to drive core selections and CTE electives** with CTE teachers attending ARDS for secondary students to ensure course alignment with post-secondary goals. (C&I)
4. **Develop tracking and communication processes** for student CCMR completion data and **communicate quarterly with campus stakeholders:** principals, APs, counselors, students. (C&I)





# Summative Highlights

- We have a team of 42 Advanced Academic Ambassadors.
- Increase in the number of students participating in Super Saturdays for AP exams.
- CCMR and Counseling worked together to pilot the College Match program. **Seniors were offered over \$118 million in scholarships.**
- Scholarship database was rolled out to allow NISD students easier access to scholarships.
- CTE, CCMR, and data services partnered to create CCMR Readiness tracker.







## **Strategic Goal 2**

**Significant Progress Made Towards Meeting  
All Performance Objectives**

# 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 2.1: Recruit**

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

### **District Strategies:**

1. **Showcase NISD high-quality aligned curriculum documents, resources, and instructional support** opportunities to attract and recruit high-quality staff. (C&I)
2. **Expand the current Grow Our Home program** to include specific educator pipelines, develop a partnership for a pathway to certification, and begin targeted early college recruitment. (HR)



# Summative Highlights

- HR developed multiple partnerships with UNT and TWU for increased teacher pipelines.
  - TWU EC-3
  - UNT Teach North Texas
  - UNT Early Targeted Recruitment





# 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)



# Summative Highlights

- Comprehensive compensation plan approved by the Board this spring included:
  - Equity among tenured teachers
  - Longevity incentive
  - Update stipends
- Staff listening sessions have provided valuable insight into areas where the district can improve.
  - A webpage will be created to monitor progress on responses to feedback.



# 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 2.3: Retain**

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

### **District Strategies:**

1. **Provide differentiated and responsive professional development** to meet individual needs of staff. (C&I)
2. **Enhance our mentor programs to provide meaningful, ongoing support** for teachers, administrators, and staff. (C&I)





# Summative Highlights

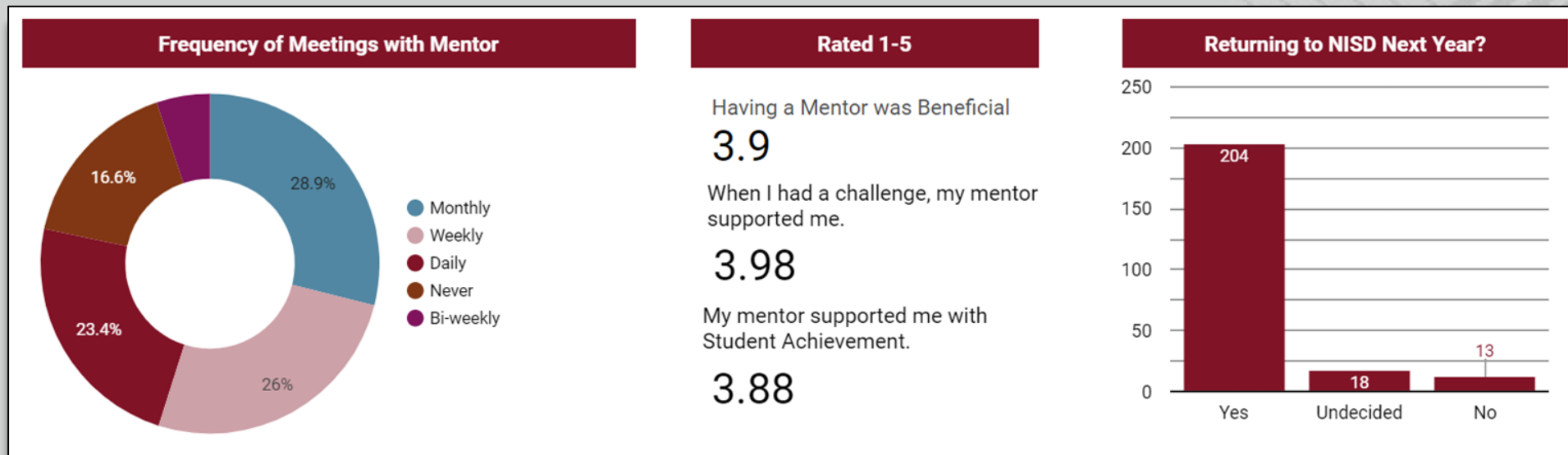
- Based on feedback from staff, choice sessions were offered at March professional learning sessions and choice sessions are planned for summer.
  - Choice sessions were designed based on requests from staff and data.
  - Choice sessions allow teacher to choose sessions based on needs, interests and experience.
  - Sessions are centered around requested topics with a variety of pathways to meet teacher needs.



# Summative Highlights

Continuous support for our mentors took place throughout the year, so that mentors could best support teachers.

- 81.4% of new teachers regularly met with their mentor.
- New teachers rated the benefits of having a mentor at nearly 4 out of 5.
- 94% of new teachers plan on returning to NISD next year.





# **Strategic Goal 3**

**Significant Progress Made Towards Meeting  
All Performance Objectives**



# Strategic Goal 3 Strategies

## **NISD 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.

### **Priority 3.1: Engagement**

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

#### **District Strategies:**

1. Re-engage the **Watch Dogs program at all Northwest ISD elementary and middle schools** to provide parents and community members with the opportunity to support schools.  
(Communications; C&I)
2. Implement an **anti-bullying campaign** to address local-, state-, and national-level feedback of negative student behaviors and evaluate parent and guardian input to provide to district leaders.  
(Communications; C&I)
3. Create and maintain a **Community-Based Accountability Dashboard** to engage Northwest ISD families on topics they value. **Implement a feedback component** for continual improvement. (Cabinet)



# Summative Highlights

- The Watch D.O.G.S. program has been implemented at all elementary and middle schools with materials provided by NISD.
  - We are evaluating options to increase engagement at the middle school level, which lagged behind the elementary engagement.
- Our Community Dashboard launched with feedback of more inclusion of engagement statistics.
  - We are evaluating ways to implement measurements for community values of programs.





# Strategic Goal 3 Strategies

## **NISD 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.

### **Priority 3.2: Culture**

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

#### **District Strategies:**

1. **Provide opportunities for students to share feedback** regarding school climate, student-staff relationships, and peer relationships. (C&I)
2. Create and engage a **district-wide committee of high school students to focus on prevention and wellness** initiatives. (C&I)
3. **Improve transparency and understanding among families** of Northwest ISD initiatives, including safety, finance, growth planning, complaint resolution process, and new strategic goals and priorities. (Cabinet)





# Summative Highlights



- A committee of Student Wellness Ambassadors was established at each high school.
- NISD students in grades 3-12 completed a locally constructed School Climate & Bullying Survey this school year. The Wellness Ambassadors are a part of the campus committee that evaluates the data from their School Climate & Bullying Survey.
- The formal complaint process for parents and students is now online.



# Strategic Goal 3 Strategies

## NISD 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.

### Priority 3.3: Safety

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.

#### District Strategies:

1. Provide personalized training to support the needs of each campus to **meet the emotional well-being of our students and staff**, including mental health/substance abuse first aid. (C&I)
2. Develop local policy for the **administration of unassigned medication for people in respiratory distress**. (General Counsel & Health Services Coordinator)
3. Adopt local policy on **bullying prevention**. (General Counsel & C&I)
4. Implement **silent panic alert technology in every classroom** across Northwest ISD. (Technology; Safety & Security)
5. Implement an **incident response system**, including a **single button to initiate emergency responses system wide** including emergency digital signage, security cameras, and access control. (Technology; Safety & Security)





# Mid-Year Review Highlight

- Youth Mental Health First Aid training was offered throughout the year and hundreds of teachers, as well as our Student Wellness Ambassadors, participated in it.
- The Board adopted local policies for bullying prevention and emergency medication for people in respiratory distress.
- Silent Panic Alert is implemented at 69% of campuses and will be finalize the other campuses by September 2024.
- Incident response system configured with all security products and will move forward next year with specific campus strategies to enhance response times in emergency situations.







**Questions?**