



**2024-2025**

# **District Improvement Plan**

September 9, 2024

# 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.



# REQUIREMENTS

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





# STRATEGIC PLANNING FLOWCHART



# 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

## Our Core Beliefs

- 1 Kids come first.
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# Strategic Goals

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# Priorities

## Strategic Goal 1

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#### Literacy

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#### 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

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### **NISD PRIORITIES:**

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

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#### 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 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.

**Strategy 1:** Support **small group instruction** in literacy to meet the diverse needs of students, allowing for more personalized and **targeted teaching at all levels** with a special focus at middle school. *(C&I - Teaching & Learning)*

**Strategy 2:** Provide **strategic support** for teachers and campuses with **foundational literacy instruction** and **instructional reading levels**, to include **progress monitoring** check-ins and resources to support data conversations and reteaching opportunities. *(C&I - Teaching & Learning)*

**Strategy 3:** Intentional focus on **strengthening student writing** and the writing process by **supporting teachers with research-based instructional practices** along with resources embedded in the curriculum. *(C&I - Teaching & Learning)*

**Strategy 4:** **Integrate writing** as a fundamental component of instruction **across all content areas**, in order to support and develop reading and writing skills that strengthen students' ability to **think critically, communicate effectively, and demonstrate mastery** of subject-specific content. *(C&I - Teaching & Learning)*



# 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.

**Strategy 1:** Strengthen the use of **formative assessment tools and processes** to monitor student progress, inform instructional practices, and actively involve students in their own learning journey, leading to **personalized learning experiences** and a **year's growth or more** in all content areas. *(C&I - Teaching & Learning)*

**Strategy 2:** Enhance the use of **Learning Targets to guide students and teachers** throughout the learning process with a clear, shared understanding of the **learning goals**, tools to **monitor progress**, and insight for **making adjustments** to improve learning. *(C&I - Teaching & Learning)*

**Strategy 3:** Increase teacher and administrator understanding of **conceptual and procedural fluency** to enhance student achievement in **computational thinking and algebraic reasoning** to build **efficient and flexible mathematical thinkers**. *(C&I - Teaching & Learning)*

**Strategy 4:** Support teachers with understanding and implementation of the **new science standards, practices, and resources**. *(C&I - Teaching & Learning)*





# 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.

**Strategy 1:** Develop **tracking methods** and quarterly **communication touchpoints** with stakeholders to utilize student CCMR completion data to **increase CCMR readiness** on every secondary campus. (C&I - CCR)

**Strategy 2:** Provide students with **additional testing opportunities** and **test preparation resources** to **increase student achievement on the TSI-Met Indicator**. (C&I - CCR)

**Strategy 3:** Develop a **military honor program** for NISD students to **celebrate student enlistment**. (C&I - CCR)

**Strategy 4:** Conduct a needs-assessment for each CTE program to **identify barriers to certification attainment** in order to **increase CTE certifications** in all programs of study. (C&I - CCR)



# 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.

**Strategy 1:** Develop a **strong partnership with universities** to **increase the number of candidates** who choose to **student teach** with NISD. *(HR)*

**Strategy 2:** Increase educator and staff **recruitment initiatives** through **social media campaigns and ads** targeted at local residents with education backgrounds. *(Communications, HR)*

**Strategy 3:** Provide continuous **support, guidance, and assistance** for **teachers new to the district** through ongoing support from Teacher Support Specialists. *(C&I - Teaching & Learning; Student Support Services and Technology)*

**Strategy 4:** **Recruit teachers** through **supportive and creative resources and processes**. *(NEF, Cabinet)*





# 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.

**Strategy 1:** Continue to analyze and provide a **competitive total compensation package** for all employees. *(HR)*

**Strategy 2:** Provide continuous **support, guidance, and assistance for teachers** in **meeting the needs of all students** through ongoing support from Instructional Coaches, Behavior Interventionists, and Emergent Bilingual Support Specialists. *(C&I - Teaching & Learning)*

**Strategy 3:** Increase **recognition of teachers** through the creation of the **SHINE Award**, featuring two educators recognized each grading period through student nominations. *(Communications)*

**Strategy 4:** Continue teacher and staff **listening sessions** at campuses and departments to provide teachers and staff with an outlet to **provide actionable feedback**. *(Communications, Cabinet)*



# 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.

**Strategy 1: Enhance meaningful relationships** with teachers and staff by providing opportunities to give **feedback after every professional learning opportunity** to measure its effectiveness and identify ongoing support and future steps. *(C&I - Teaching & Learning)*

**Strategy 2:** Support **teacher classroom needs** through the Northwest ISD Education Foundation **resource store** by increasing awareness of the foundation's programs and activities. *(NEF, Communications)*





# 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.

**Strategy 1:** Increase **CCMR educational awareness** opportunities for **3rd - 5th grade** students, parents, elementary campuses, and community stakeholders. *(C&I - CCR)*

**Strategy 2:** Establish a **Superintendent Student Advisory Council** to enhance **student engagement** and amplify **student voice** regarding key issues. *(Superintendent and Cabinet)*

**Strategy 3:** Encourage **male authority figure** involvement at schools with increased promotion of **Watch D.O.G.S. programs**. *(Communications)*

**Strategy 4:** Increase **involvement of families new to Northwest ISD** at school and district activities through increased awareness of **engagement opportunities**. *(Communications & Technology)*



# 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.

**Strategy 1:** Fully implement a **Campus Behavior Support Framework** at each school focused on **Tier 1 behavior supports** for teachers and students, as well as **Tier 2 supports** at each elementary campus. *(C&I - Elementary & Secondary Ed.)*

**Strategy 2:** Establish a systematic process for monitoring **student attendance**, specifically targeting chronic absenteeism, and strategies to **support students**. *(C&I - Elementary & Secondary Ed.)*

**Strategy 3:** Explore, develop, and communicate **clear expectations for parent-school interactions**, such as a **Parental Bill of Rights, Roles and Responsibilities**, in an effort to set **clear expectations**, **protect teachers** and foster a **collaborative and respectful environment** that supports student academic development. *(Superintendent and Cabinet)*

**Strategy 4:** Conduct biennial **Family Survey** to provide parents and guardians with **opportunities for feedback** regarding continuous school and district improvement. *(Communications)*





# 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.

**Strategy 1:** Increase a **sense of belonging and connection** for students by continuing the **High School Wellness Ambassador** program and by **listening to the voices of students** through a School Climate and Bullying survey (grades 3-12), and include campus committees to focus on prevention efforts and **health and wellness** initiatives. *(C&I - Student Support Services)*

**Strategy 2:** Continue training all employees who regularly interact with students in an evidence-based **mental health training** program, **Youth Mental Health First Aid**. *(C&I - Student Support Services)*

**Strategy 3:** Continue to **locate and strengthen partnerships** with area entities, especially non-profit and county organizations, and create local opportunities for evening and/or weekend **counseling services** to support the **emotional and physical well-being of students and staff**. *(C&I - Student Support Services)*

**Strategy 4:** Develop ongoing training and support for campus and district administrators on the **standard operating procedures** to **increase safety preparedness**. *(Safety & Security, Communications)*

**Strategy 5:** Monitor and maintain documentation for TEA's new **Sentinel Portal**, launched July 24, 2024. *(Safety & Security with support from C&I)*



# STRATEGIC PLANNING SCHEDULE

Date	Description	Responsibility	Complete
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	Dr. Griffin	√
June 29	Team of 8 Training	Dr. Foust	√
September 9	2024-2025 DIP Board Review	School Board	
September 10	DEIC Meeting – DIP Overview and Formal Vote	DEIC	
September 11	Deadline to Submit CIPs and Department Action Plans	Staff	
September 23	2024-2025 DIP Board Action	School Board	
September 23	2024-2025 CIPs Board Review	School Board	
October 7	2024-2025 CIPs Board Action	School Board	
November 11	DIP Formative Review	Executive Cabinet	
January 21	DIP Formative Review	Executive Cabinet	
February 10	2024-2025 DIP Mid-Year Summary Report to the Board	Dr. Griffin	
March 14	DIP Formative Review	Executive Cabinet	
May 12	DEIC - End of Year DIP Review and Needs Assessment	DEIC	
June 10	2024-2025 DIP Summative Review	Executive Cabinet	
June 23	2024-2025 DIP Summary Report to the Board	Dr. Griffin	
June 23	Strategic Framework (Beliefs, Vision, Mission, Goals, Priorities) - Board Discussion / Action	School Board	





**Questions?**