



**2024-2025**

**Middle of the Year Update**

February 10, 2025

# 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.



# Goals & 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 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 29	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	

# Literacy

**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 Improvement Plan Strategies and Metrics

**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)*

*Metrics that will be used to track our progress throughout the year:*

Circle (PK)	mCLASS (K - 3)	MAP Assessment (3-9)	STAAR / EOC (3-10)
Increase percentage of students showing proficiency in rapid letter naming and rapid vocabulary development from BOY to EOY.	At least 90% making a year's growth or more in reading in K-3 and all 3rd graders reading on or above grade level.	Student achievement in reading in the top 25% nationally in each assessed grade level.	Increase percentage of students performing at Meets or Masters in ELA in 3rd-8th grade and English I & II.



# Mid-Year Review Highlights

- Targeted small group instruction based on middle-of-the-year data continues to be a focus and is moving students' learning forward.
- Writing across content areas, in short and extended formats continue to be a focus at all levels.
- PLC work with targeted data analysis, backwards design, and progress monitoring continues to be a point of emphasis in PLCs with coaching and administrative support.





# PreK MOY Circle Literacy Data

	Rapid Letter Naming	Rapid Vocabulary 1	Book and Print Knowledge	Early Writing Skills
	% On Track	% On Track	% On Track	% On Track
BOY	60%	57%	85%	90%
MOY	79%	70%	89%	83%



# MOY mCLASS Data

2024-2025 mCLASS			
Grade	BOY On Benchmark or Above Level	MOY On Benchmark or Above Level	Change Over Time
<b>K</b>	<b>57%</b>	<b>69%</b>	<b>+12</b>
K TX	46%	51%	+5
K Nat.	38%	50%	+12
<b>1st</b>	<b>60%</b>	<b>64%</b>	<b>+4</b>
1st TX	52%	50%	-2
1st Nat.	50%	50%	=
<b>2nd</b>	<b>61%</b>	<b>62%</b>	<b>+2</b>
2nd TX	54%	52%	-2
2nd Nat.	53%	53%	=
<b>3rd</b>	<b>62%</b>	<b>60%</b>	<b>-2</b>



# MOY Literacy MAP Data

2024-2025 MOY MAP (Literacy)								
Number of Students with Growth Scores (with % increase)					National Achievement Percentile Rank (Goal: 75%+)		% of Students Meeting Growth Projection (Target: 50%+)	
	BOY	MOY*	Diff	% +	BOY	MOY*	BOY	MOY*
3rd	1943	2259	316	13.9%	77%	69%	54%	54%
4th	1949	2240	291	13.0%	79%	70%	56%	55%
5th	2078	2378	300	12.6%	76%	68%	49%	54%
6th	1991	2213	222	10.0%	75%	61%	47%	44%
7th	2132	2338	206	8.8%	68%	62%	39%	46%
8th	1976	2157	181	8.3%	64%	56%	42%	40%



# Academic Progress

**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 Improvement Plan Strategies and Metrics

**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)*

*Metrics that will be used to track our progress throughout the year:*

Circle (PK)	Math Diagnostic (K-1)	MAP Growth (3-9)	STAAR / EOC (3-10)
Increase in benchmark scores (EOY expectations) in rapid number ID, vocabulary, and overall math measures.	Increase percentage of students scoring on level on identified tasks on the NISD Math Diagnostic.	Student achievement in math in the top 25% nationally in each assessed grade level.	Increase percentage of students performing at Meets or Masters in Math 3rd-8th grade and Algebra I.



# Mid-Year Review Highlights

- Ongoing support with the use of Learning Targets in all content areas continues.
- Formative assessment, data analysis, and backwards design are being utilized in purposeful ways to target student needs and drive instructional decisions.
- A focus on computational thinking and algebraic reasoning in mathematics is enhancing math achievement.
- New science curriculum implementation is progressing and demonstrating positive outcomes.



# PreK MOY Circle Math Data

	Rote Counting	Shape Naming	Number Discrimination	Number Naming	Shape Discrimination	Counting Sets	Operations	Overall Measure
	% On Track	% On Track	% On Track	% On Track	% On Track	% On Track	% On Track	% On Track
BOY	26%	61%	64%	53%	67%	42%	17%	87%
MOY	61%	79%	79%	76%	84%	71%	35%	89%

**NOTE:** Math Circle data is reported on EOY expectations, so % on track is expected to be lower.



# MOY Math Diagnostic Data

Kinder	TASK 1		TASK 2		Task 5		Task 5	
	Counting Objects		Understanding Quantity		Composing/ Decomposing 3		Composing/ Decomposing 10	
	Yes	No	Yes	No	Yes	No	Yes	No
BOY	95%	5%	86%	14%	83%	17%		
MOY	95%	5%	93%	7%			70%	30%

First	Task 1		Task 2				Task 3 (BOY)		Task 4 (BOY)		Task 3 (MOY)	
	Estimation		Groups of 10 (BOY)		Groups of 5 (MOY)		Finding the Total		Skip Counting		Finding the Total (Skip Counting by 5)	
	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
BOY	70%	30%	86%	14%			72%	28%	44%	56%		
MOY	62%	38%			93%	7%					78%	22%



# MOY Math MAP Data

2024-2025 MOY MAP (Math)								
Number of Students with Growth Scores (with % increase)					National Achievement Percentile Rank (Goal: 75%+)		% of Students Meeting Growth Projection (Target: 50%+)	
	BOY	MOY*	Diff	% +	BOY	MOY*	BOY	MOY*
3rd	1986	2302	316	13.9%	75%	75%	63%	62%
4th	1971	2262	291	13.0%	78%	76%	62%	55%
5th	2093	2381	300	12.6%	73%	72%	50%	51%
6th	2037	2298	222	10.0%	78%	78%	57%	66%
7th	2117	2266	206	8.8%	77%	75%	57%	56%



# MOY Science MAP Data

2024-2025 MOY MAP (Science)				
National Achievement Percentile Rank (Goal: 75%+)			% of Students Meeting Growth Projection (Target: 50%+)	
	BOY	MOY	BOY	MOY
4th	88%	87%	58%	56%
5th	92%	89%	55%	51%
8th	87%	91%	63%	65%



# 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)



# Mid-Year Review Highlights

- Continued work with CCMR tracking methods through various tools and targeted support of identified student groups.
- Continued TSI opportunities for students have continued to grow and will through the spring semester, including TSI pre-assessments for 8th graders and March TSI testing dates.
- Identified programs to target for increased certification support.



# 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)*



# Mid-Year Review Highlights

- Partnering with a number of institutions to enhance our student teacher pool.
- Budget reductions are impacting our recruitment strategies. Adjustments are being made to our recruitment plan and Teacher Career Fair.
- Continued support for teachers is being provided by our instructional coaches, new teacher specialists, and student support staff.



# 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)*



# Mid-Year Review Highlights

- Budget reductions are impacting our budget planning process and 25-26 compensation planning efforts. We will continue to advocate for additional funding from our legislators.
- Creative approaches for recognizing our teachers and staff continue, such as the SHINE award and other avenues for celebrating their hard work and impact they have on our students.
- Listening sessions at every school are almost complete, with analysis taking place next.





# 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)*



# Mid-Year Review Highlight

- Professional learning opportunities with teacher feedback continues to show positive results.
- The mobile teacher store, Neffie, continues to be a big attraction and successful way to provide support and resources for our teachers.
- Ongoing teacher support continues to be provided by our instructional coaches, new teacher specialists, and student support staff.



# 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)*



# Mid-Year Review Highlights

- CCMR educational awareness at the elementary level and career explorations have been created for the elementary, middle and high school levels.
- Superintendent Student Advisory Council has met with the Superintendent to provide valuable feedback on their educational journey.
- Watch D.O.G.S. programs continue to support our campuses, with increased promotion ongoing.
- A New to NISD section and email are almost finalized for 2025-2026 enrollment.



# 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)*



# Mid-Year Review Highlights

- Behavior support teams continue to strengthen Tier 1 behavior support at all of our campuses. Tier 2 training has begun across all elementary schools.
- Attendance tracking and monitoring resources continue to be utilized at all schools. Our attendance rate for December was 1%+ higher than December 2023.
- Input on parental expectations and responsibilities has been collected from various community and staff groups and is ongoing.



# 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)*



# Mid-Year Review Highlights

- Wellness Ambassadors at all of our high schools continue to support students and their needs.
- Youth Mental Health First Aid Training to support teachers and our students is continuing.
- Safety and security measures are ongoing with support for our campuses, teachers, and students.







**Questions?**