



2024-2025

DIP Summative Report

June 23, 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>NISD PRIORITIES:</p> <p>Literacy</p> <p>1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.</p> <p>Academic Progress</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>College, Career, Military & Life Readiness</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>NISD PRIORITIES:</p> <p>Recruit</p> <p>2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.</p> <p>Value</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>Retain</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>NISD PRIORITIES:</p> <p>Engagement</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>Culture</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>Safety</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

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Strategic Goals

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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 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 18	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 10	DIP Formative Review	Executive Cabinet	√
May 12	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
June 9	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	√



Strategic Goal 1

Significant Progress Made Towards Meeting All Performance Objectives

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.



Summative Highlights

- Early literacy growth (measured via mClass) grew in grades K and 1st grade substantially from end of year 2024 to 2025. This growth is attributed to small group instruction and a balance of foundational skills and application in continuous texts.
- Students in the majority of grade levels met their MAP reading growth projections.
- 61% of the students in middle school Lit Labs met their MAP growth projections.



PreK EOY 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%
EOY	85%	70%	87%	87%



EOY mCLASS Data

2024-2025 mCLASS				EOY Reading Text Levels % On-Above
Grade	BOY On Benchmark or Above Level	MOY On Benchmark or Above Level	EOY On Benchmark or Above Level	
K	57%	69%	81%	85%
K TX	46%	51%	63%	
K Nat.	38%	50%	65%	
1st	60%	64%	75%	65%
1st TX	52%	50%	63%	
1st Nat.	50%	50%	65%	
2nd	61%	62%	67%	74%
2nd TX	54%	52%	59%	
2nd Nat.	53%	53%	60%	
3rd	62%	60%	61%	63%



EOY Literacy MAP Data

2024-2025 EOY MAP (Literacy)

Number of Students with Growth Scores					National Achievement Percentile Rank		% of Students Meeting Growth Projection	
	2024 EOY	2025 EOY	Diff.	% +	2024 EOY	2025 EOY	2024 EOY	2025 EOY
3rd	1995	2213	218	9.9%	66%	65%	53%	58%
4th	2013	2194	181	8.2%	57%	67%	55%	63%
5th	2098	2326	228	9.8%	63%	62%	51%	55%
6th	2035	2166	131	6.0%	63%	55%	43%	47%
7th	2144	2303	159	6.9%	54%	57%	50%	50%
8th	1979	2115	136	6.4%	61%	52%	38%	42%



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.



Summative Highlights

- Strong growth was observed in MAP Math data in both National Percentile Rank *and* students meeting their growth projections.
- Our 9th grade Algebra 1 cohort worked collaboratively together throughout the year and was very effective.
- Successfully implemented new science curriculum this year at all levels.



PreK EOY 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%
EOY	82%	85%	88%	85%	90%	82%	54%	89%



EOY Math Diagnostic Data

Kinder	TASK1		TASK2		Task 5		Task 6	
	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%
EOY	95%	5%	94%	6%			80%	20%

First	Task 1		Task 2						Task 3 (BOY)		Task 4 (BOY)		Task 3 (MOY)		Task 5 (EOY)	
	Estimation (Increases in difficulty)		Groups of 10 (BOY)		Groups of 5 (MOY)		Groups of 2 (EOY)		Finding the Total		Skip Counting		Finding the Total (Skip Counting by 5)		Subitizing	
	Yes	No	Yes	No	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%		
EOY	45%	55%					95%	5%							83%	17%

EOY Math MAP Data

2024-2025 EOY MAP (Math)

2024-2025 EOY MAP (Math)								
Number of Students with Growth Scores					National Achievement Percentile Rank		% of Students Meeting Growth Projection	
	2024 EOY	2025 EOY	Diff.	% +	2024 EOY	2025 EOY	2024 EOY	2025 EOY
3rd	1800	2050	250	12.2%	58%	71%	68%	69%
4th	1870	2032	162	8.0%	67%	70%	52%	56%
5th	1882	2096	214	10.2%	67%	66%	47%	51%
6th	1912	2054	142	6.9%	64%	75%	67%	68%
7th	1797	2090	293	14.0%	68%	71%	36%	48%



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)



Summative Highlights

- Developed a strong system of tracking methods for CCMR completion data to increase CCMR readiness.
- 28% increase in TSI testing this year with marked increases at each HS campus.
- Students earned 7,142 certifications which is up from 6,133 in 2023-2024.
- Promotion of Military readiness increased this year at all three HS campuses including a new Military Awareness Night, an increase of military recruiter involvement, and a 16% increase in Military DD Form completion.





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.

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)*



Summative Highlights

- Because of staffing adjustments to eliminate the deficit, a large-scale recruitment campaign was eliminated. Instead, the district is providing campus- or department-specific support to promote open positions.
- Teacher Support Specialists continued to provide essential support for our new teachers.



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)*



Summative Highlights

- Through intentional support provided by our instructional coaches and coordinators, improvement in instruction and teacher efficacy was observed. Behavior interventionists (BIs) provided strong support, as well.
- The SHINE Award has received tremendous positive feedback, with multiple teachers being recognized each grading period based on student nominations.
- Staff Listening Sessions yielded several pieces of actionable feedback, which are in the process of being implemented. Examples include elementary DAEP, adult-focused Code of Conduct adjustments, live Chromebook monitoring and more.



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)*



Summative Highlights

- A Professional Learning survey developed with the Professional Learning Advisory committee was shared with teachers after each PL session throughout the 24-25 school year. 3,594 responses were submitted with 98% satisfaction on “Today’s training will help me...” and “I would recommend this training...”
- Neffie has visited all middle schools in the district and provided teachers with 19,328 supply items. Between Neffie and the NEF resource store, \$781,740 of items have been distributed.
- A competitive compensation package was developed in accordance with the Legislative updates that provided additional funds for teachers.





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.

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)*



Summative Highlights

- An automated email to all families new to the district now provides information about important services and programs. The email links to a web hub with relevant information that will assist new families.
- Superintendent Student Advisory Council launched, increasing student engagement and understanding - students provided valuable insight and requested to return next year.



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)*



Summative Highlights



- All campuses have developed and are implementing a Behavior Framework using the Emergent Tree components for Tier 1 behavior support.
- The Family Survey was taken by adults tied to roughly 15% of district students, providing data to help improve programs and services.
- Developed Code of Civility to set clear expectations for parent-school interactions.



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)*



Summative 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. NISD is ahead of schedule to meet the state requirement of 50% of staff trained by the end of 2025-2026.
- Completed targeted training, exercises, and collaboration; Campus leadership and staff: improved confidence and quicker, more effective responses during drills and real-world scenarios.
- We have successfully implemented and sustained strategies to ensure the Sentinel Portal remains a reliable and compliant tool for district operations, this aligns with TEA requirements, reinforcing our commitment to regulatory compliance and accountability.





Questions?