



NORTHWEST ISD

COLLEGE, CAREER & MILITARY READINESS

District Effectiveness Report - August 12, 2025

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.

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Strategic Goal 1

CCMR Achievement



College, Career, and Military Readiness District Total

The percent of graduates that meet the criteria for CCMR will increase from 78% to 90% by 2024.

	2020 (2019 graduates)	2021 (2020 graduates)	2022 (2021 graduates)	2023 (2022 graduates)	2024 (2023 graduates)
Goal	78%	80%	81%	90%	90%
Actual	78%	69%	68%	73%	74%
2022 CCMR Indicators	55%	59%	68%	73%	74%



CCMR Achievement

Population trends district-wide



College, Career, and Military Readiness								
	Goal 2021	Actual 2021 (2020 Grads)	Goal 2022	Actual 2022 (2021 Grads)	Goal 2023	Actual 2023 (2022 Grads)	Goal 2024	Actual 2024 (2023 Grads)
African-Am	67%	64%	67%	48%	68%	64%	90%	57.8
Hispanic	70%	68%	70%	58%	70%	66%	90%	69.2
White	79%	78%	79%	71%	79%	77%	90%	77.8
Am. Indian	66%	65%	66%	83%	66%	82%	90%	72.2
Asian	98%	97%	98%	79%	98%	91%	98%	83.2
Pacific Island	100%	100%	100%	25%*	100%	86%	100%	100
2+ Races	71%	70%	71%	25%*	71%	68%	90%	81.8



CCMR Achievement

Special Education, Economically Disadvantaged & English Language Learners



College, Career, and Military Readiness								
The percent of graduates that meet the criteria for CCMR will increase from 78% to 90% by 2024.								
	Goal 2021	Actual 2021 (2020 Grads)	Goal 2022	Actual 2022 (2021 Grads)	Goal 2023	Actual 2023 (2022 Grads)	Goal 2024	Actual 2024 (2023 grads)
SpEd	66%	42%	66%	64%	66%	79%	90%	84.6%
Eco Dis	61%	57%	61%	51%	63%	60%	90%	60.6%
ELL	51%	39%	51%	46%	51%	48%	90%	35.7%



CCMR Achievement

College Ready & Career Ready Trend Comparisons



College, Career, and Military Readiness District Total

Metrics based on graduating class from 2 years prior.

	Total CCMR	College Ready	Career Ready
2024	74%	61.7%	45.7%
2023	73%	58.9%	44.6%
2022	68%	62.8%	37.5%
2021	69%	60.9%	25.4%
2020	78%	63.7%	39.1%

CCMR Accountability Changes:

2021: Programs of Study

2022: CCMR Metrics Update
- Completer & IBC phased in

2023: Cut Score Changes to CCMR

Up Next - 2026: New IBC's & 1 year to sunset them. One IBC affected for NISD.



CCMR Achievement



Local District Comparison			
	CCMR	College Ready	Career Ready
Northwest ISD	74%	61.7%	45.7%
District 1	68.1%	57.6%	16.3%
District 2	73.1%	65.1%	29.8%
District 3	67%	57.8%	14.9%
District 4	76.1%	45.4%	53.1%





NORTHWEST ISD
**Career & Technical
Education**



Ed Shelstead
Director of Career &
Technical Education

Career & Technical Education

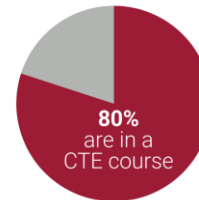
21 Programs of Study
Academy Model
Embedded Internships
Student Enterprises
National Accolades
Curriculum Alignment & Rigor
Focus on Professional Skills



CTE Enrollment Growth:

2021 - 2022: 10,064
2022 - 2023: 12,078
2023 - 2024: 13,004
2024 - 2025: **13,075**

NISD
Secondary Students



80% Secondary Students are in a CTE course

CTE Industry Certifications



Student-Earned Certifications by Year

2020: 3,243

2021: 3,457

2022: 4,151

2023: 5,181

2024: 6,620

2025: 7,136

CTE Student Enterprise



The **competitive advantage** starts at home!



Student-run businesses located at each HS campus:

- High-Quality
- Industry-Standard with Equipment & Facilities
- Equitable throughout NISD



CTE Practicums

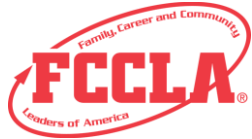


More than **800 students** annually receive internship/field experiences with more than **88 external business** and industry partners & **32 NISD partners.**

Career & Technical Student Organizations



Applied extended learning opportunities exist for our students.



Making a name for Northwest ISD both in the state and nationally!



National **Honor** Technical Society



National Achievements on every campus for 2024 - 2025 School Year



Student Influencers of Alliance Texas



Program Growth

2022: 9 students

2023: 14 students

2024: 18 students

Student Opportunities this year

- Learn from CEO/Executives and Tour
 - Hillwood
 - BNSF Railway Corporate
 - Medical City Alliance Hospital
 - Topgolf Callaway Brands
 - Gulfstream Aerospace
- Research and present Capstone Project at the Schwab Campus

Elementary Outreach



- **CTE student volunteers** at elementary events
- Showcased CTE Programs at **Expo**
- Created **Career Explorers videos** for elementary students and parents
- New **STEM practicum internship** in elementary classrooms to support STEM learning in conjunction with Teaching & Training & Health Science student interns



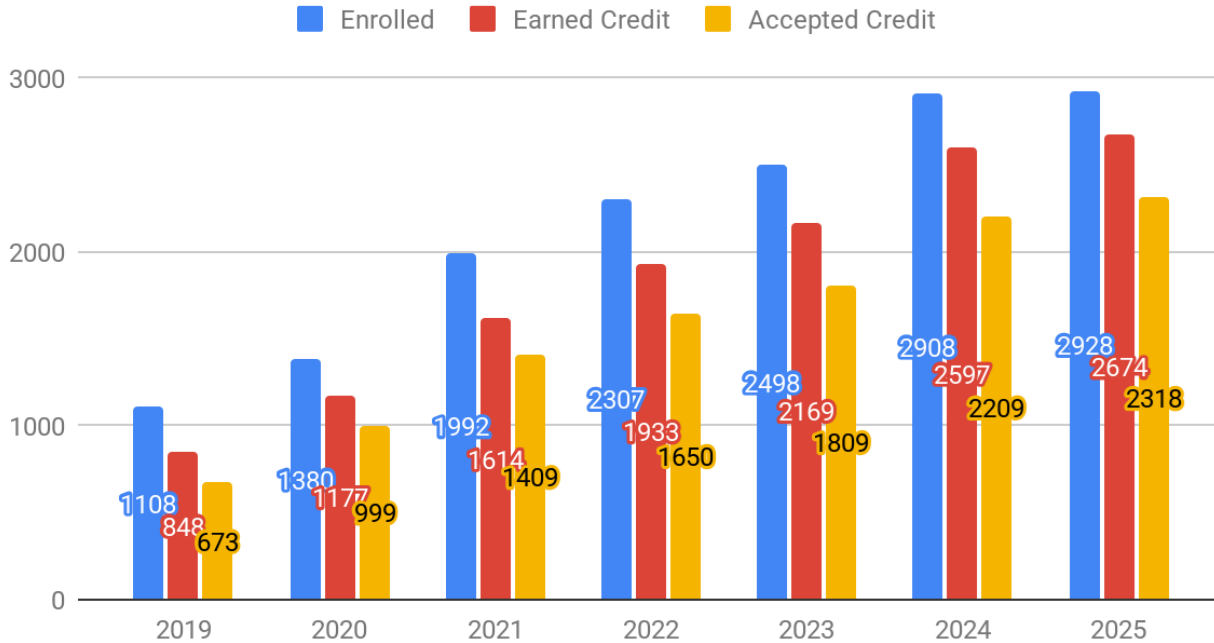


Bobby Morris
Director of College, Career
& Military Readiness

OnRamps Achievement



Count - OnRamps Trends



For the 2024-2025 school year, **91% earned credit** and **79% accepted the credit.**

3% growth for both from the 2023 - 2024 school year.



OnRamps Impact



**Total Number of
OnRamps Courses
Taken in 2024 - 2025**

2,928

**Total Number of College
Credit Hours Accepted
in 2024 - 2025**

7,756

**Total Average Tuition
Savings* by NISD
Students**

\$2,807,672

**Total Average Actual
Savings* by NISD
Students**

\$6,088,460

*Average tuition = \$369 PCH

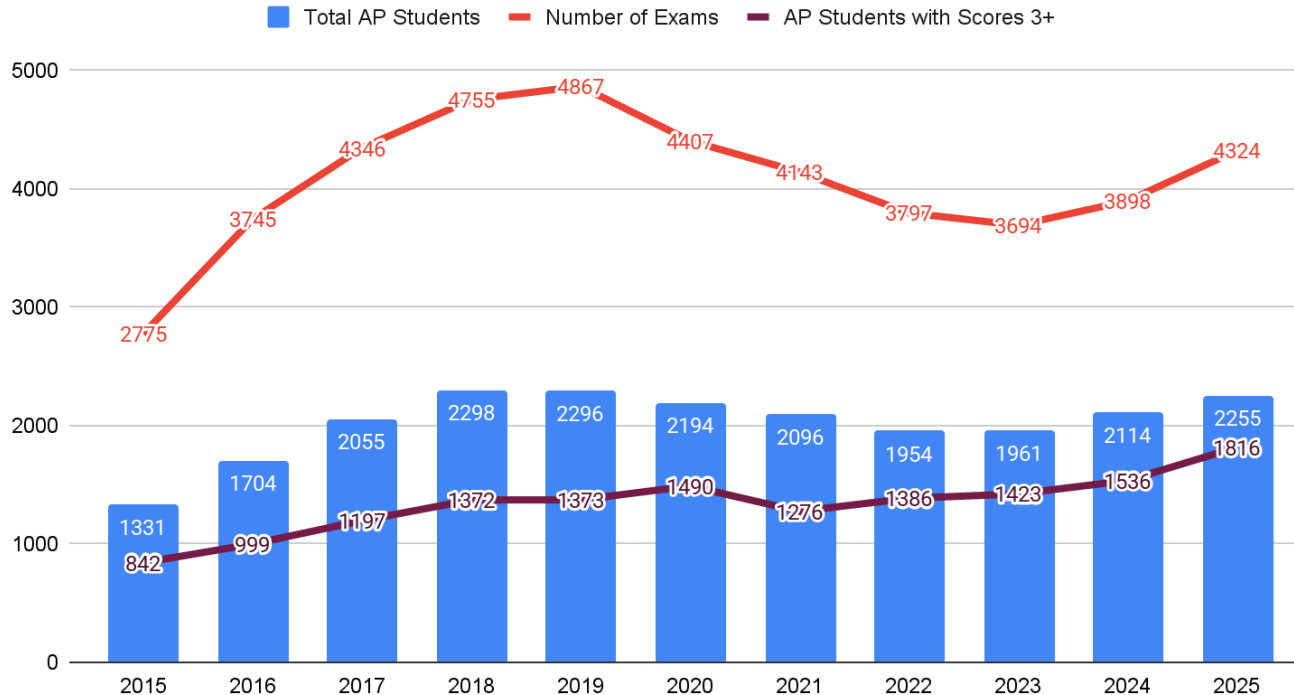
*Includes books, fees & housing = \$785
PCH



Advanced Placement



Total AP Students, Number of Exams and AP Students with Scores 3+



87% of students who took an AP Exam **scored a 3+** on at least one exam.

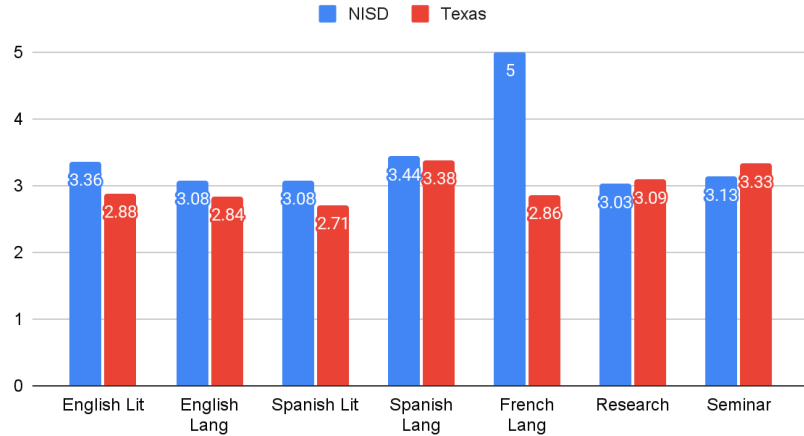
80% of **all AP students** (*tested & untested*) scored a 3+ on at least one exam.



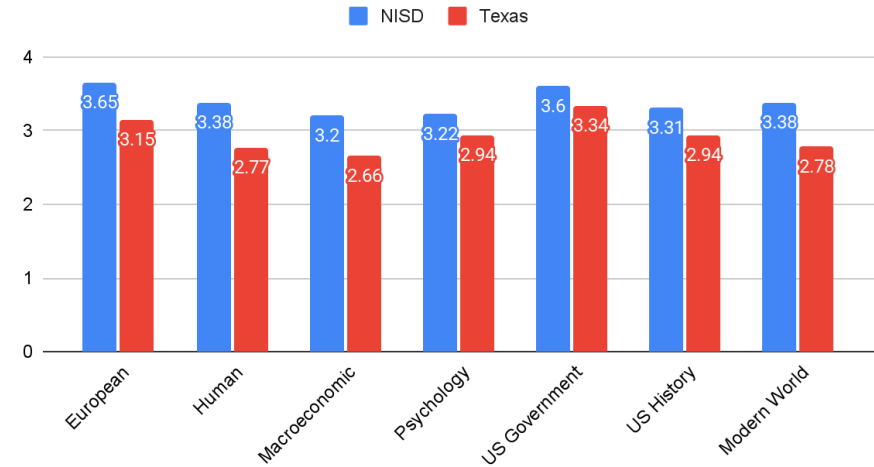
Humanities Advanced Placement (AP)



Language, Literature, & Capstone



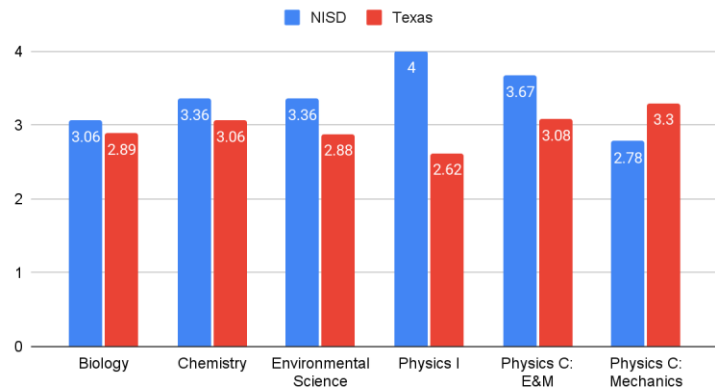
Social Studies



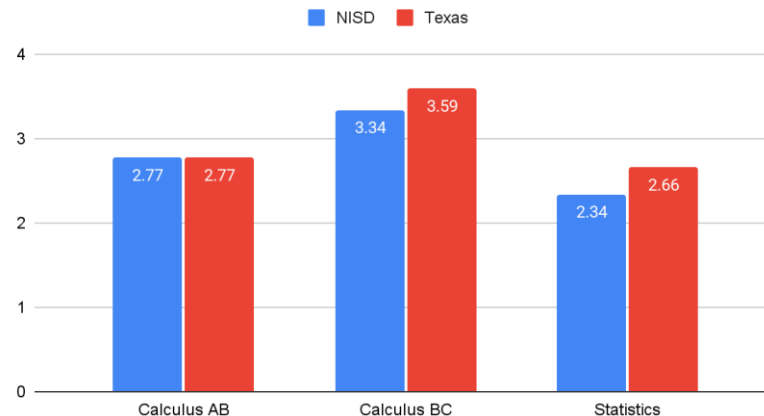


STEM Advanced Placement (AP)

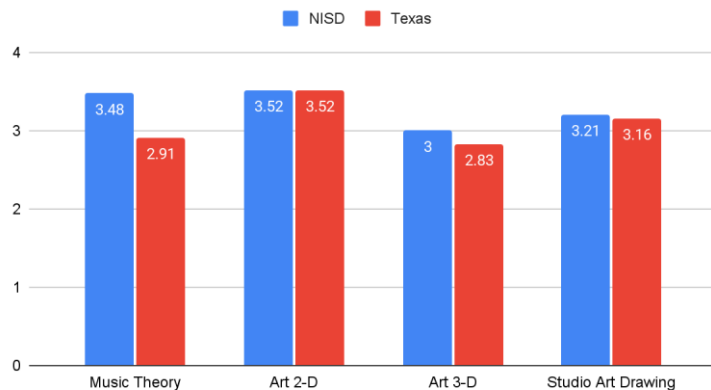
Sciences



Math



Fine Arts

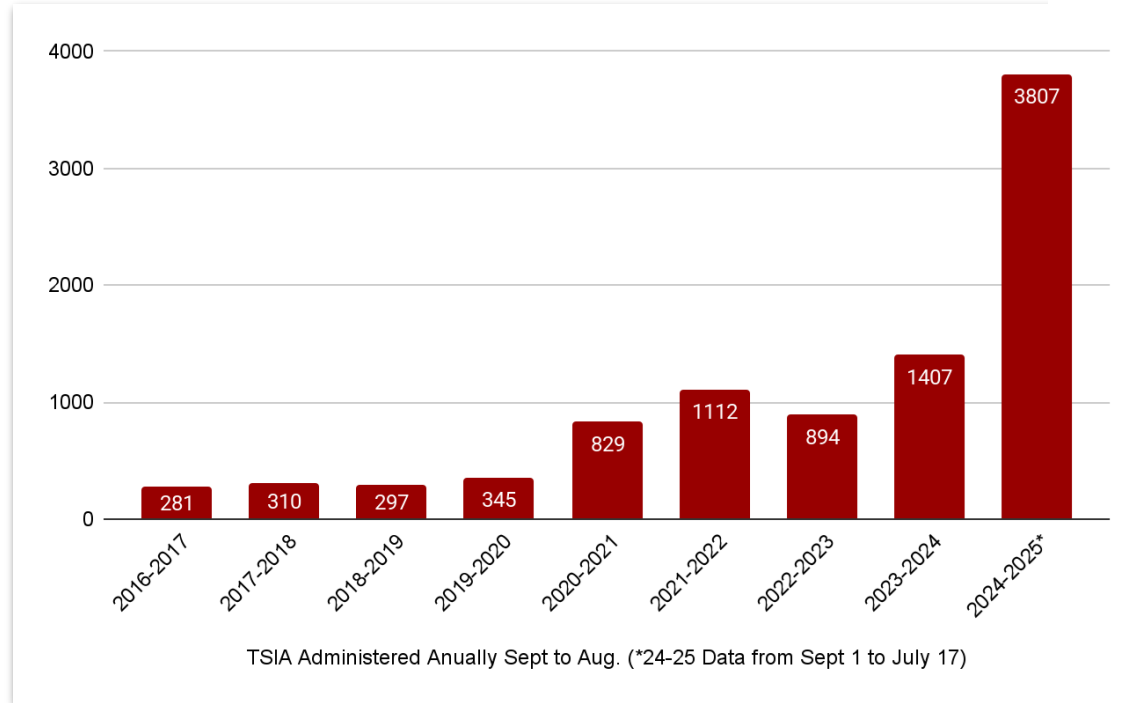


TSIA-2 Testing



Strategies to increase TSIA testing

- Tested **all 9th graders** in ELAR
- Focused on **11th and 12th grade** TSIA
- Added **additional school-day** TSIA opportunities
- TSIA became a **qualifier for senior release**



Texas College Bridge - Pilot



TCB English - 897 students enrolled

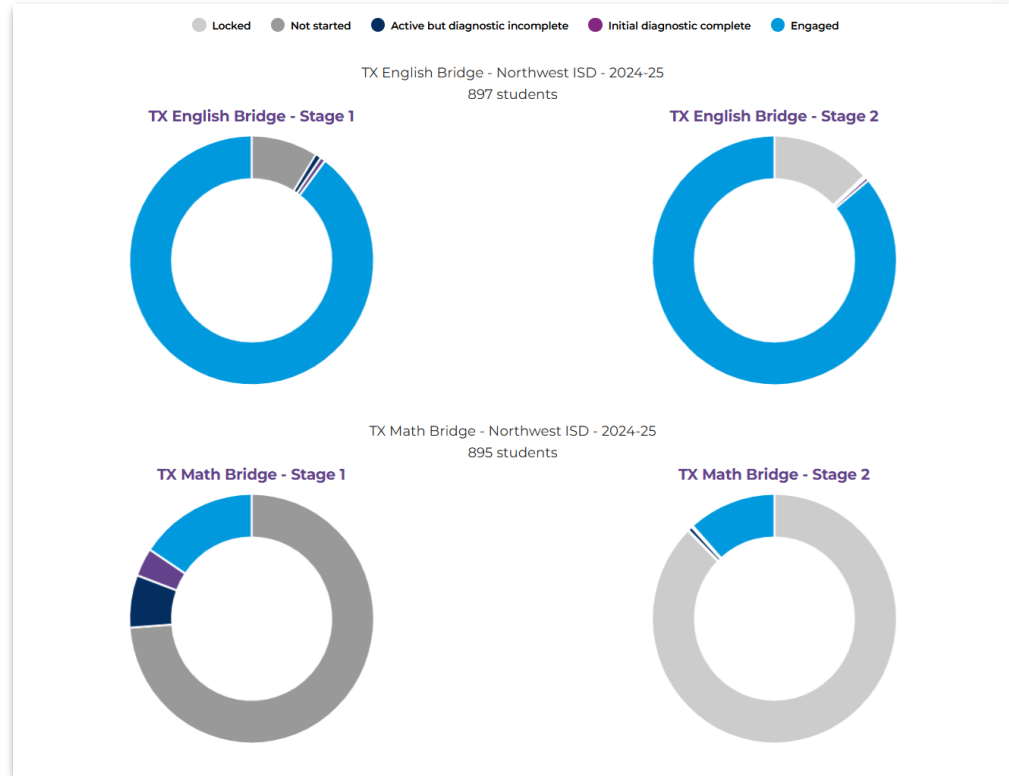
- 730 completed Stage I
- 675 completed Stage 2 & essay

TCB Math - 895 students enrolled

- 110 completed Stage I
- 100 completed Stage 2

Next Steps: Embedded into 2025 - 2026 course curriculum:

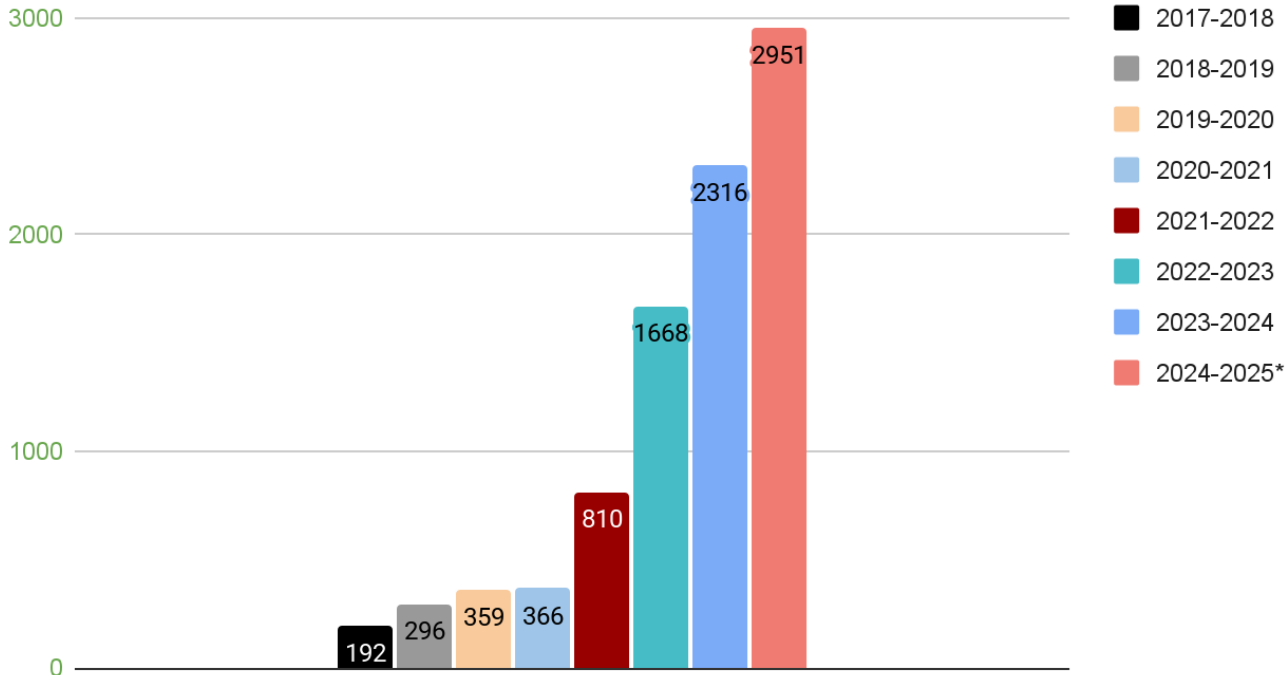
- On-level English IV
- AQR
- Financial Mathematics



Dual Credit Enrollment



Dual Credit Course Enrollment



22% growth this year with the addition of **635 student enrollments**

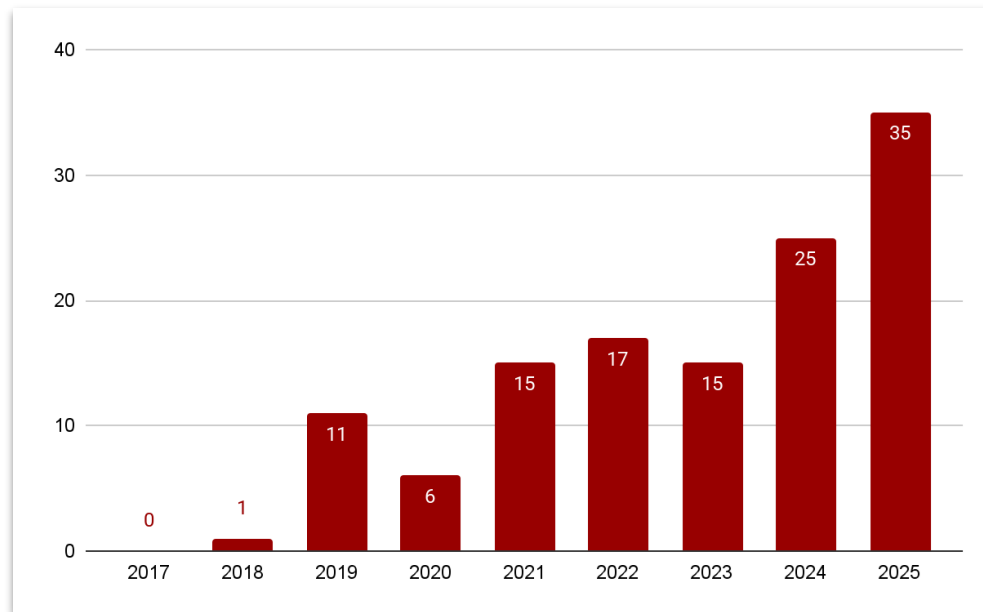




Associate's Degrees - SECHS

The 2025 class was the **inaugural graduating class** of SECHS.

- **35 of 41** seniors completed associates degrees
- **97%** of SECHS Seniors were CCMR Ready
- **97%** of SECHS met outcome bonus criteria*
- The 2025 - 2026 class has **74 seniors** & class sizes growing each year



*Outcome bonus also requires enrollment in college on census day the fall after graduation. The final confirmation of enrollment has a 2-year lag.



What's Next for NISD CCR

- **Construction Academy** and **Cosmetology Academy** at NHS opens this Fall
- High School #4 programming to include **Transportation, Automation & Logistics Academy** and a second **Ag Center** for the district
- **27%** increase in **CTE Practicums** for 2025 - 2026 school year
- **CCMR Campus Teams** meeting monthly with strategic CCMR goals.
- **Texas College Bridge** full implementation
- **Military collection** of DD forms increasing
- Increase **community outreach information nights** including AP for All, Military Proud, FAFSA Prep, College Application Week and many more.

Questions?



Kelley Henderson
Executive Director of
CCR



Ed Shelstead
Director of CTE



Bobby Morris
Director of CCMR



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