



Elementary & Secondary Education 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	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>

NISD Strategic Framework



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.
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Our Mission

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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.



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.






Content Literacy Focus

2024-2025 Focus:

- Reading and writing across all content areas
- Increased journaling opportunities in all curriculum areas
- District calibration on SCR and ECR to align expectations, instruction, and grading

Content Literacy Learning Teams/ Principal PLC Focus (Update)

Fourth Grade



Task Statement: I will analyze and explore the genre of poetry in different way and discuss my thinking with my group.

Chart from previous unit to anchor thinking around constructed responses right next to Alamo DBQ responses.

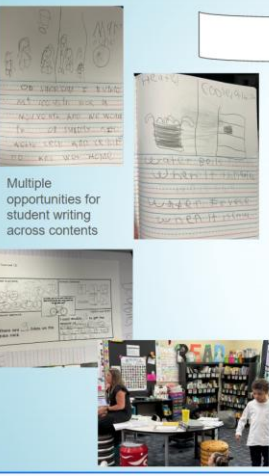
Differentiated tasks

Justin Elementary
2024-2025
Fall Semester Action Plan

Area of Need: Strategic Goals	Action Plan Step	Person(s) Responsible	Date Achieved	Notes: (Resources/PD/Coaching Support Needed)
August / September				
Learning Targets (1.2)	Training: Entire staff at Back to School PD on what learning targets are and are not. Provide examples and work time. Identify key benefits and differences compared to learning objectives. Understand the rationale ('why') for using learning targets across all subject areas. Engagement: Encourage reflection on implications for instructional planning and student learning. Planned Walk-throughs to determine where we are and if we are implementing these with fidelity.	Krueger, Povkovich Eudy Garretson	Aug 1...	Continue working with teachers on improving learning targets. Work with ILT on how they can leverage teams in ILT.
PLC's (1.2, 2.2, 2.3)	Focus on what is a PLC? Provide team leads with training in ILT that helps them take back ideas to their teams	Garretson, Eudy		
Behavior Framework (3.2, 3.3)	Refresh training and support for all staff to ensure everyone's understanding and implementation of our Behavior Support Framework	Behavior Support Team	Aug 2...	Continued training needed on learning targets



First Grade



Multiple opportunities for student writing across contents

DL Classroom- There's a math reflection in the math journal and not just PSB! I wonder how we can get students to write more depth.

Materials by students. Heggerty: phonological awareness moved to phonics

Students using the Brag Boards


Tidwell Middle School
2024-2025
Fall Semester Action Plan

Strategic Goals	Responsible	Achieved	(Resources/PD/Coaching Support Needed)
August / September			
Learning Targets (1.2)	Bi-Weekly walkthroughs to determine the effectiveness of learning targets. - PLC discussions on how to use each section of the Today we will... So I can... I'll know I have it when... to look for key vocabulary.	Admin	Learning Target Presentation
PLC's (1.2, 2.2, 2.3)	Department chairs will get guidance from our Instructional Support role to begin the team-building process to establish the rituals and routines of PLCs.	Lindsay Davis (Instructional Support) Admin Dept. Chairs	PLC + Book
Behavior Framework (3.2, 3.3)	<ul style="list-style-type: none"> Ask students if they know the core values and are able to apply them correctly Bi-Weekly Walkthroughs to determine how the reach and respond strategies and teacher acknowledgement boards are progressing 	Admin	
Content Literacy (1.1)	PLCs will create opportunities to journal, annotate, analyze writing, and provide one another feedback	Teachers	

PLC PLANNING leads to BETTER PRACTICE

SKILLS/PROCESS STANDARDS
HOW ARE THEY LEARNING IT?
CONTENT LITERACY/HOW WILL STUDENTS PROCESS TEKS?

TEKS/ELPS/CONTENT STANDARDS
WHAT ARE STUDENTS LEARNING?
CHECKS FOR UNDERSTANDING
(FORMATIVE ASSESSMENT)
HOW WILL WE KNOW THEY LEARNED IT?
ASSESSMENT (INFORMAL, FORMAL, SUMMATIVE)



BACKWARDS DESIGN TO PLAN LESSONS

Today I will	What the students will do with the content (know, understand, apply)
So I can	What content and/or process standards that students will be learning and what is most important about today's learning?
I'll know I have it when	Observable criteria, observable, measurable by someone other than the instructor, align to those standards

OPENING

- MINI LESSON
- LEARNING TARGET
- MODELING (I DO)
- VOCABULARY/CONTENT LITERACY
- GUIDED PRACTICE (WE DO)
- CHECKING FOR UNDERSTANDING

WORK PERIOD

- PRACTICE (YOU DO)
- SMALL GROUPS
- INDIVIDUAL/PARTNERS
- REVISIT LEARNING TARGET
- VOCABULARY
- CONTENT LITERACY
- CHECKING FOR UNDERSTANDING
- CONFERRING
- STUDENT LEARNING/THINKING

CLOSING

- WHOLE GROUP
- REFLECT LEARNING TARGET
- PEER DISCOURSE
- SHARING OUR LEARNING
- REFLECT ON THE WORK
- VOCABULARY
- CHECKING FOR UNDERSTANDING

ELA STAAR/EOC Data

ELA	% Approaches			% at Meets			% at Masters		
	State	Region	District	State	Region	District	State	Region	District
3rd	78	79	82	52	53	58	23	24	27
4th	81	82	85	54	54	58	24	24	27
5th	77	77	80	58	58	62	30	30	34
6th	75	77	84	54	56	64	28	29	35
7th	74	75	84	52	52	64	26	27	36
8th	80	80	86	56	57	66	31	31	37
Eng I	66	66	82	51	52	69	16	16	23
Eng II	71	72	81	56	57	68	8	8	12



Looking Forward

- **Continued focus on formative assessments and progress monitoring**
- **Continued focus on small group instruction**
- **Continued focus on writing in all content areas**
- **Focus on engaging in complex texts and demonstrating critical thinking through written responses**



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.



Principal/Assistant Principal Focus Areas

Examining Data

Preparation-Review of the Data prior to meeting (15-30 mins)
Participants access data via Edugence to look at:

- Error Analysis Report
- Item Analysis Report (comparing teacher, campus, district data)
- TBI scoring (orange pencil)

1. Presenting the Data-10 minutes+
 - a. Dashboard
 - b. Examining Errors Document
2. Clarifying Questions-5 minutes
 - a. Focused on accessing the data or a specific report
 - b. Not about the data set or wondering about the data itself
3. What?-5 minutes
 - a. What information is this providing to me about my students?
 - b. What do I notice?
4. So What?-5 minutes
 - a. What strikes me as significant?
 - b. What surprised me?
 - c. What concerned me?
 - d. What does that cause me to think about?
5. What Else?-5 minutes
 - a. What do I not know that I now think I need to know?
 - b. How did our team plan for these lessons?
 - c. How did I teach these lessons/concepts?
 - d. What comes next?
6. What Else (Part 2)-5 minutes
 - a. What do I want people to know to help them understand this report?
 - b. What is the context within which I want people to understand this data?
7. Action Plan-10 minutes
 - a. What TEKS need to be retaught?
 - b. What small group instruction needs to be planned?
 - c. What test taking strategies need to be reviewed/taught?



PLC PLANNING leads to BETTER PRACTICE

SKILLS/PROCESS STANDARDS
HOW ARE THEY LEARNING IT?
CONTENT LITERACY/HOW WILL STUDENTS PROCESS TEKS?

TEKS/ELPS/CONTENT STANDARDS
WHAT ARE STUDENTS LEARNING?

CHECKS FOR UNDERSTANDING
(FORMATIVE ASSESSMENT)
HOW WILL WE KNOW THEY LEARNED IT?
ASSESSMENT (INFORMAL, FORMAL, SUMMATIVE)

Today I will

- What the students will do with the content?
- Tools to Know (Lead/Lead)

So I can

- What content and/or process standards that students will be learning when it most important about today's learning?

I'll know I have it when

- Success criteria (summative assessment for learning, evidence of learning, evidence of learning)
- What to be successful? (evidence of learning)
- What to check understanding?

OPENING

- MINI LESSON
- LEARNING TARGET
- MODELING (I DO)
- VOCABULARY/CONTENT LITERACY
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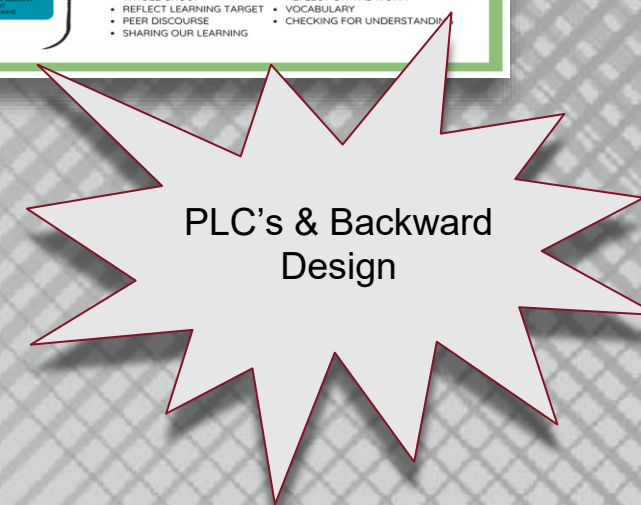
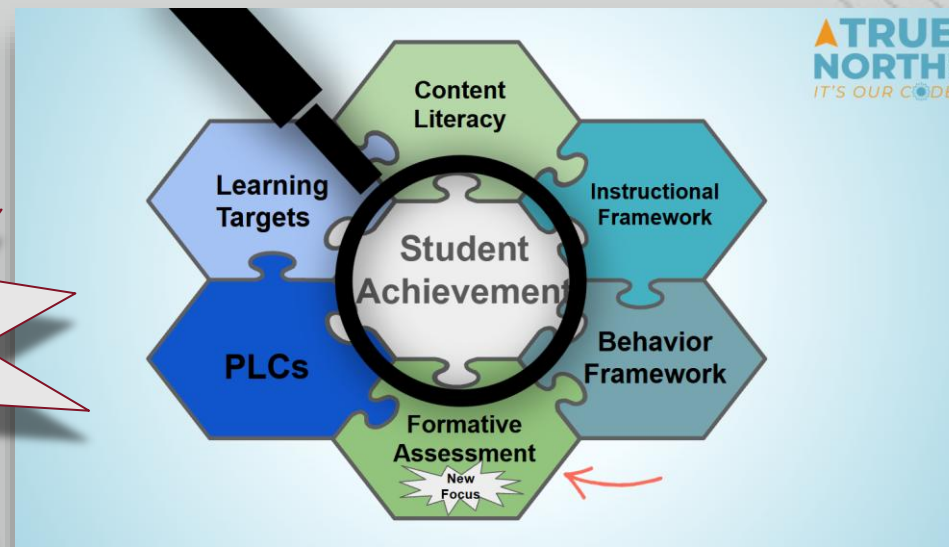
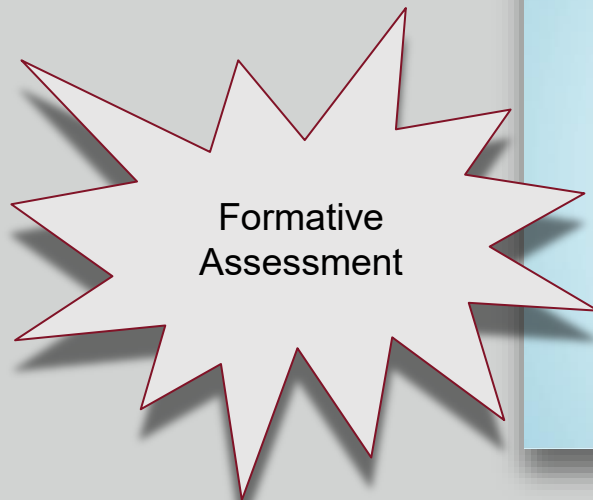
WORK PERIOD

- PRACTICE (YOU DO)
- SMALL GROUPS
- INDIVIDUAL/PARTNERS
- REVISIT LEARNING TARGET
- VOCABULARY
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BACKWARDS DESIGN TO PLAN LESSONS



Math STAAR/EOC

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7th	52	53	58	31	32	35	10	11	10
8th	69	68	74	45	44	49	17	16	17
Alg I	76	73	81	47	44	51	29	27	29



Looking Forward

- **Focus on applying mathematical concepts to real world and multi-step problems**
- **Using aligned common formative assessments in daily instruction**
- **Continued focus on short constructed responses**



Administrator Development

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.



New Administrator Support

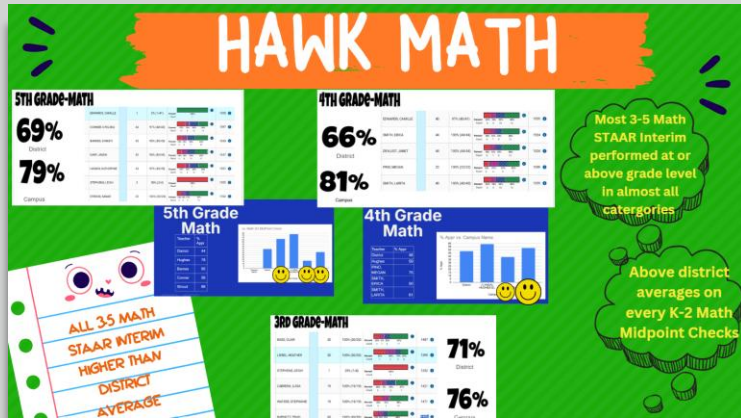
New Admin
Academy

Principal Intern
Program

Mentor Program

New Principal
Collaboration

Principal PLC/ Learning Teams

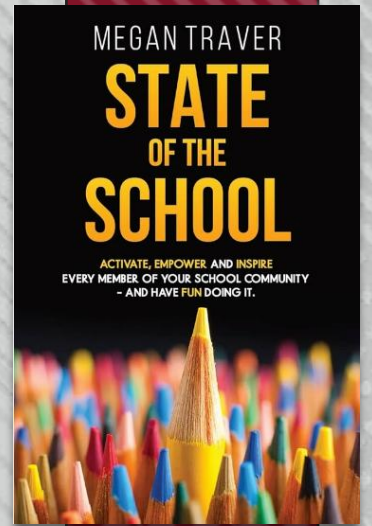


Learning Target Implementation Goal 2024-2025
Goal Champion: Natalie Eddleman

Learning Targets will be posted and visible to students in classrooms 85% of the time.

(As measured by walkthrough data collection)

Last Year- 61% of teachers had relevant learning target posted.

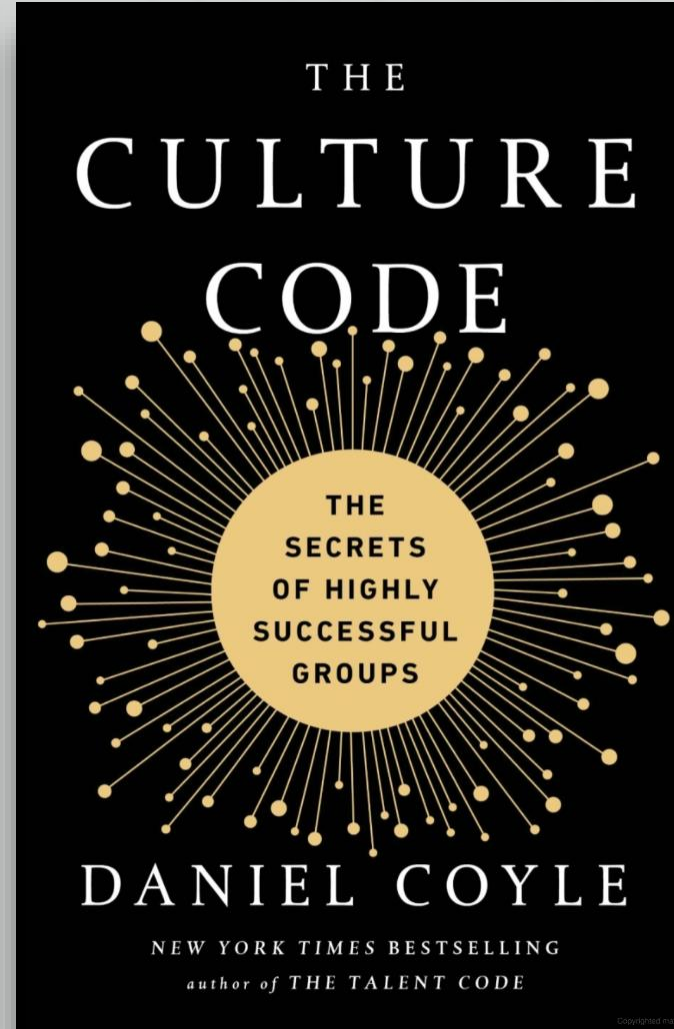
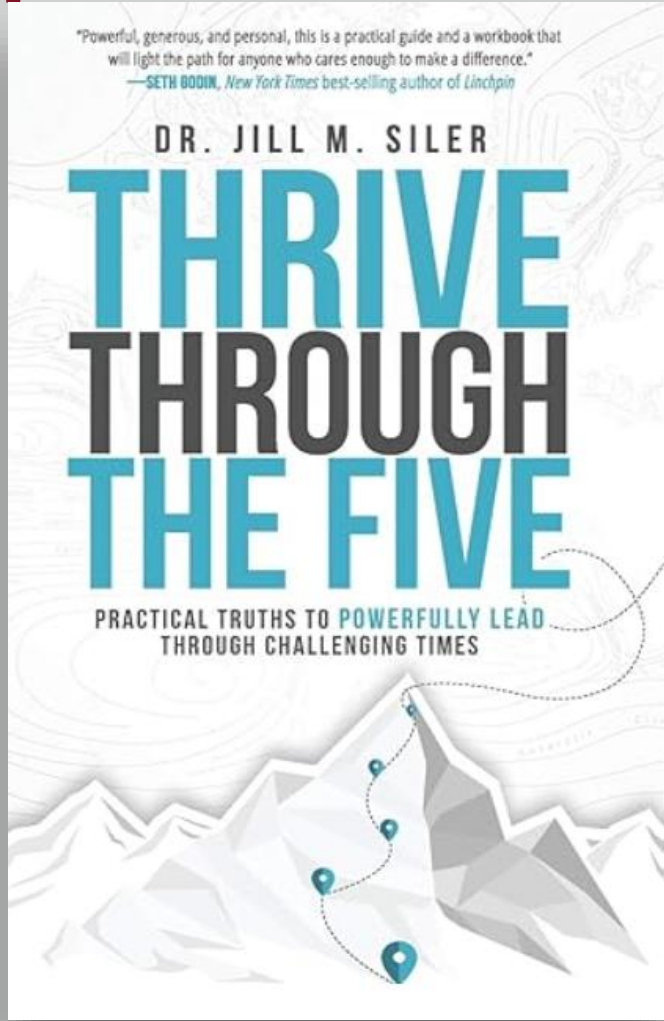


Behavioral Support Framework	Supporting Data	How'd It Happen?	We Aren't Done Yet
	100% of students experience Reach and Respond at least once a day	Shared expectations and testimonials	Working on NAME with Reach and Respond versus "good morning", etc.
	95% of students arrive with visible badge daily (~35 ordered a day)	NJHS managing morning kiosks with staff supervision; validation throughout day	Working on 100% incorporation of Acknowledgement Boards (planning Q4 Sprint Goal)
	Staff incorporating Core Value Language	Behavioral Framework teachers present every PD Cycle	

GRADE LEVEL SUCCESSES				
	SKILL FOCUS	BOY DATA	MOY DATA	INSTRUCTIONAL STRATEGIES MAKING A POSITIVE IMPACT
Pre-K	Letter Identification	UC - 78% LC - 59%	UC - 81% LC - 76%	<ul style="list-style-type: none"> Daily Letter Learning Routine Intentional Small Group Instruction
Kinder	Phonemic Awareness	Below - 55% On - 33% Above - 12%	Below - 58% On - 31% Above - 11%	<ul style="list-style-type: none"> Targeted Small Group Instruction Intentional Centers
1st Grade	Addition & Subtraction Within 20	Below - 48% On - 30% Above - 22%	Below - 39% On - 47% Above - 14%	<ul style="list-style-type: none"> Flex Grouping Intentional Data Dives in PLC to Plan for Growth
* 2ND Grade	Decoding Nonsense Words	Below - 41% On - 18% Above - 41%	Below - 40% On - 21% Above - 40%	<ul style="list-style-type: none"> Small Group Instruction Progress Monitoring



Optional Book Studies



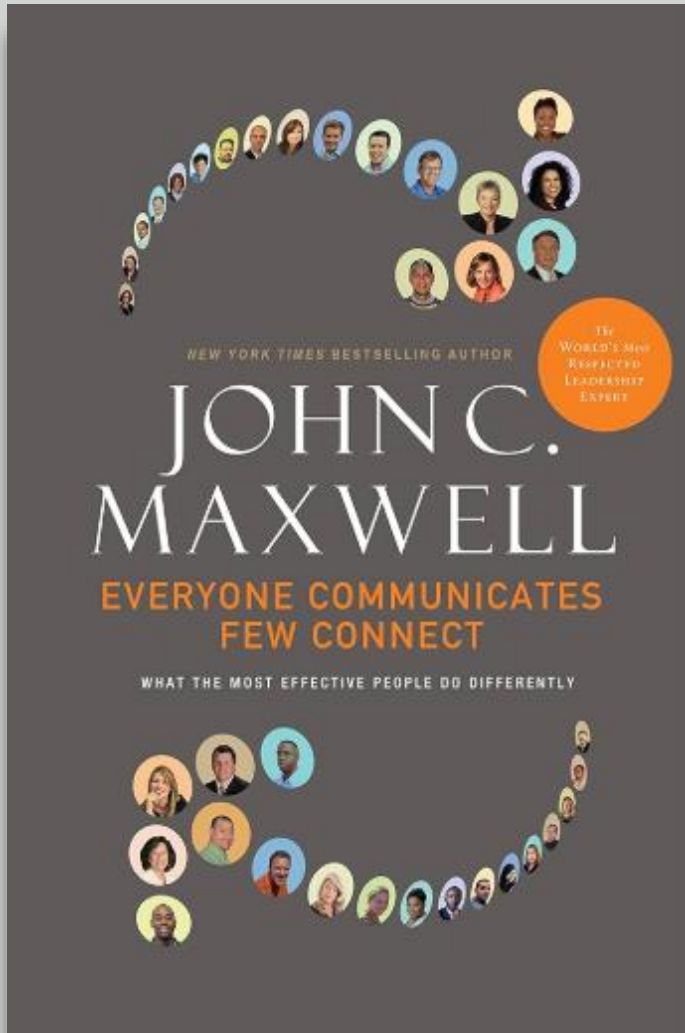
Protocol Training

Crucial
Conversations

Crucial
Accountability



Looking Forward

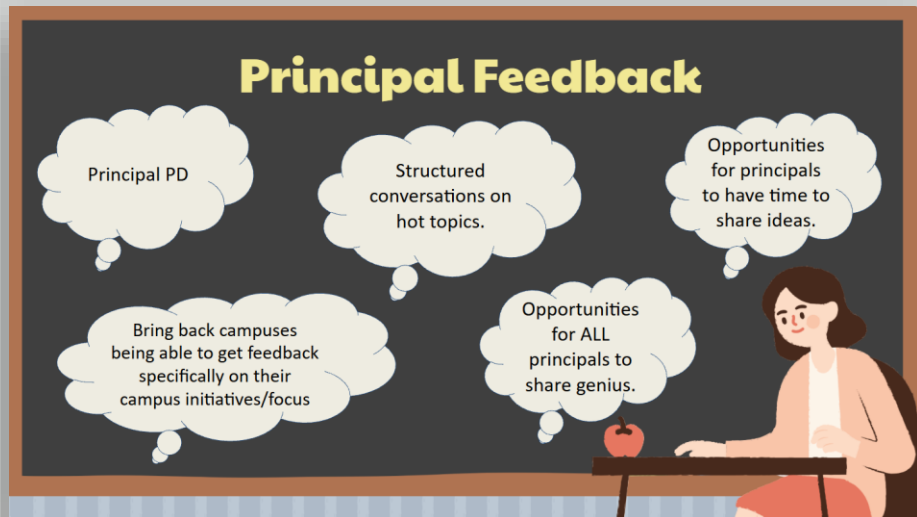


Coming Soon

Optional
Book Studies



Collaboration for Impact



What is C.F.I.?

Collaboration for Impact

- A collaborative, peer-led effort to elevate practice
- A space for thought partnership and mutual learning
- A platform for sharing strategies, challenges, and successes
- A way to build collective capacity across campuses
- An opportunity to lead *with* others
- Grounded in trust, vulnerability, and growth
- Designed to move campuses forward through shared ownership

Principal Leadership Pathway

- Assistant Principal Feedback *
- Leadership Pipeline Development
- Talent Retention and Investment
- Customized Training
- Increase Student Achievement

Behavior Framework

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.

NISD Strategic Goal 3:

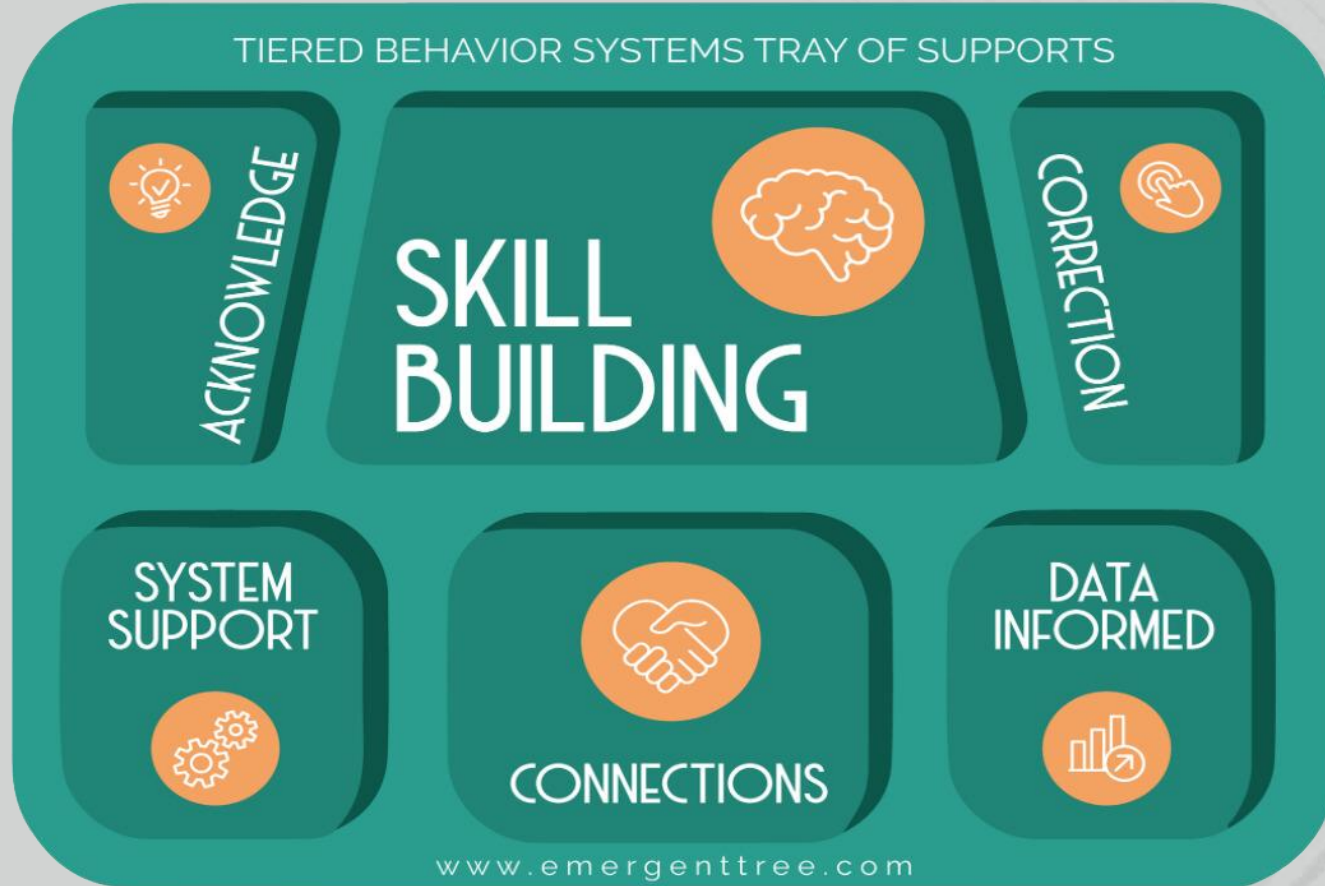
Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

Priority 3.3: Safety

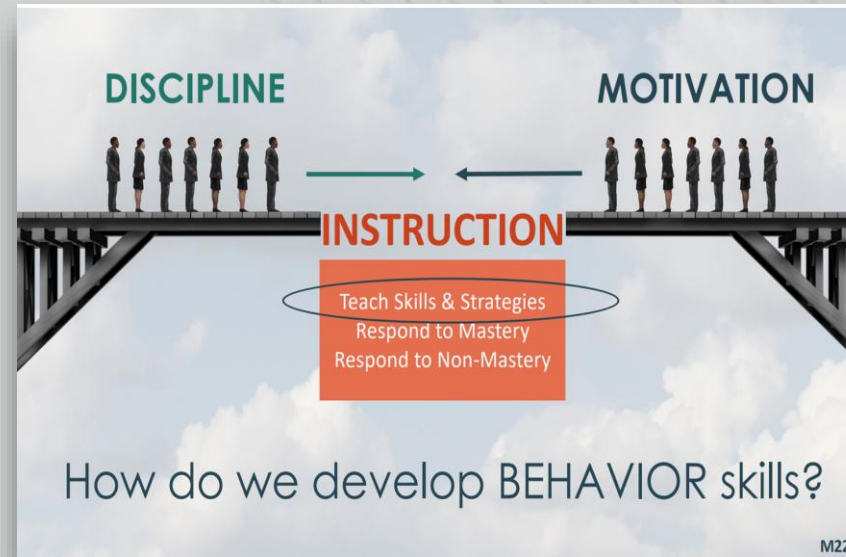
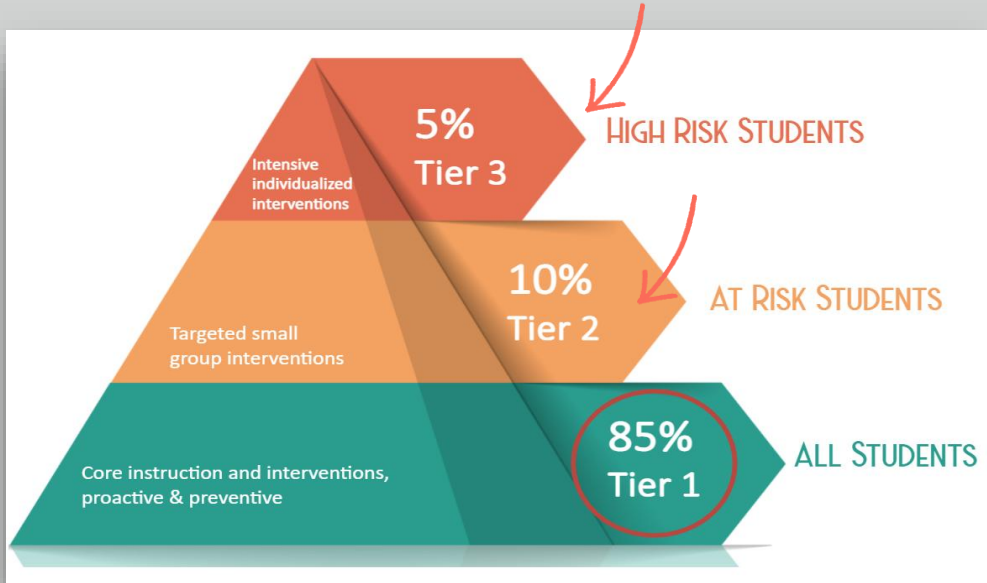
Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.



Behavior Framework



Behavior Framework



Looking Forward

- **Support for sustaining Tier 1 Behavior Framework**
- **Full implementation of Tier 2 Behavior Framework for Elementary**
- **Implementation of Tier 2 Behavior Framework for Secondary**
- **Implementation of Tier 3 Behavior Framework for all SEAC units**
- **Continued coaching and support with Behavior Framework components**
- **Bus Driver and Guest Educator training on Behavior Framework**
- **Core Value language created for NISD facilities and buses**



2024-2025 Accomplishments



Kay Granger Elementary
National School of Character



Nance Elementary
Promising Practice
Character Award



Kay Granger Elementary
Promising Practice Character
Award

2024-2025 Accomplishments



TEPSA Student Leadership Awards:
Daniel, Granger, Hatfield & Hughes

2024-2025 Accomplishments



C.W. Worthington MS
Texas School to Watch



Mrs. Kara Lea Deardorff
2025-2026 TASSP Region 11 HS
Principal of the Year

2024-2025 Accomplishments

Regional Tournament

- 68 teams competed (elementary, middle and high)
- 39 teams medaled
- 14 advanced to State
- 25 Rising Stars (K-2) teams
- 4 students were awarded the Magellan Award
- 1 Byron Nelson senior awarded a scholarship from the GFW DI Regional Board

Globals

- 2 teams advanced to globals
- 1 team placed 2nd and received the Renaissance Award





Kim Becan
Executive Director of
Elementary Education



Kasey Williams
Director of Elementary
Education



Chris Hill
Executive Director of
Secondary Education



Matrice Raven Ed.D.
Director of Secondary
Leadership Development



Questions?