



2025-2026 DIP End-of-Year Summary Report

June 22, 2026

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.
- 2 Continuous learning is essential to prepare for college and career opportunities.
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Priorities

Strategic Goal 1

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STRATEGIC PLANNING SCHEDULE

Date	Description	Responsibility	Complete
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	√
August 4	Team of 8 Training	Dr. Foust	√
September 8	2025-2026 DIP Board Review	School Board	√
September 9	DEIC Meeting – DIP Overview and Formal Vote	DEIC	√
September 10	Deadline to Submit CIPs and Department Action Plans	Staff	√
September 22	2024-2025 DIP Board Action	School Board	√
September 22	2025-2026 CIPs Board Review	School Board	√
October 7	2025-2026 CIPs Board Action	School Board	√
November 17	DIP Formative Review	Executive Cabinet	√
February 2	DIP Formative Review	Executive Cabinet	√
February 9	2025-2026 DIP Mid-Year Summary Report to the Board	Dr. Griffin	√
March 9	DIP Formative Review	Executive Cabinet	√
May 12	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
June 8	2025-2026 DIP Summative Review	Executive Cabinet	√
June 22	2025-2026 DIP Summary Report to the Board	Dr. Griffin	√
June 22	Strategic Framework (Beliefs, Vision, Mission, Goals, Priorities) - Board Discussion / Action	School Board	√



Strategic Goal 1

**Significant Progress Made Towards
Meeting All Performance Objectives**

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.

DIP Strategy 1: Increase the practice of **responsive teaching through differentiation and small group instruction**, as well as targeted support, to meet the diverse needs of students and provide personalized learning opportunities. *(C&I - Teaching & Learning)*

DIP Strategy 2: Provide strategic support for teachers and campuses to deepen their knowledge of the **hierarchy of foundational literacy skills to make strategic instructional decisions**, utilizing literacy data, reading levels, and progress monitoring. *(C&I - Teaching & Learning)*

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

DIP Strategy 4: Strengthen writing as a fundamental component of instruction across all content areas with **common academic vocabulary** 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)*



Summative Review Highlight

- Teachers and administrators continue to focus on progress monitoring tools in areas that have the greatest impact on student growth. We will continue to include and enhance resources in curriculum documents to support teachers.
- Multiple writing opportunities across content areas are embedded in our curriculum. Continued professional learning throughout this year related to these opportunities and importance of writing in all classes to increase the level of thinking students are doing has shown gains in our early literacy data.
- We have and will continue to focus on common vocabulary, content literacy, discourse, and writing in all content areas.



PreK EOY Circle Literacy Data

Pre-K Circle	Rapid Letter Naming	Rapid Vocabulary 1	Book and Print Knowledge	Early Writing Skills
	% On Track	% On Track	% On Track	% On Track
BOY	63%	57%	86%	90%
MOY	81%	70%	93%	84%
EOY	88%	74%	91%	86%



EOY mCLASS Data

2025-2026 mCLASS			
Grade	BOY On Benchmark or Above Level	MOY On Benchmark or Above Level	EOY On Benchmark or Above Level
K	57%	66%	76%
K TX	46%	51%	67%
K Nat.	36%	51%	67%
1st	63%	66%	76%
1st TX	52%	50%	67%
1st Nat.	52%	53%	68%
2nd	63%	64%	68%
2nd TX	54%	52%	63%
2nd Nat.	56%	56%	63%
3rd	62%	59%	62%
3rd Nat.	57%	56%	59%
There is no comparison data at this time for 3rd grade.			



EOY Literacy MAP Data

2025-2026 EOY MAP		
	ELA National Achievement Percentile Rank (Goal: 75%+)	
	BOY	EOY
2nd	70%	74%
3rd	75%	73%
4th	77%	74%
5th	74%	74%
6th	75%	67%
7th	74%	70%
8th	70%	65%



EOY Literacy MAP Data

2025-2026 EOY MAP				
	ELA National Achievement Percentile Rank (Goal: 75%+)		Percent of Students Meeting Growth Projection (Target: 50%+)	
	BOY	EOY	BOY	EOY
2nd	70%	74%		57%
3rd	75%	73%	58%	55%
4th	77%	74%	69%	53%
5th	74%	74%	61%	56%
6th	75%	67%	59%	45%
7th	74%	70%	51%	52%
8th	70%	65%	51%	43%



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.

DIP Strategy 1: Strengthen the design and implementation of lessons that maintain **high cognitive demand**, foster student-initiated **dialogue**, and promote the **application of meaningful academic content**. Instruction will engage and improve student mastery through analysis, synthesis, and evaluation of new knowledge. *(C&I - Teaching & Learning)*

DIP Strategy 2: Strengthen the use of high-quality **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)*

DIP Strategy 3: Promote the consistent use of **clear Learning Targets** and aligned **formative assessments** 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)*

DIP Strategy 4: Students will engage in **productive struggle** and **intentional problem solving**. Multiple opportunities for practice, discussion, representation and writing that requires them to explain and revise their thinking will be provided with the use of rich tasks that are embedded in district math curriculum documents. *(C&I - Teaching & Learning)*



Summative Review Highlight

- A focus on designing lessons that require a high cognitive lift by the students at the level of the standard continued throughout this year. We will continue to support teachers as they deepen their understanding of the standards as they are written and how that connects within the curriculum.
- Developing strong formative assessment tasks, writing strong questions, and using academic discourse as a form for formative assessment showed gains this year and will continue to be a focus for next year.
- Teachers intentionally planned for the depth of learning during problem solving block this year. With our new math curriculum, we will continue to focus on productive struggle and depth of understanding in math next year.



PreK EOY Circle Math Data

Pre-K Circle	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	68%	80%	80%	80%	83%	74%	37%	90%
EOY	85%	89%	91%	88%	93%	86%	57%	91%



EOY Math MAP Data

2025-2026 EOY MAP		
	Math National Achievement Percentile Rank (Goal: 75%+)	
	BOY	EOY
2nd	59%	58%
3rd	73%	76%
4th	76%	82%
5th	73%	82%
6th	78%	80%
7th	85%	75%



EOY Math MAP Data

2025-2026 EOY MAP				
	Math National Achievement Percentile Rank (Goal: 75%+)		Percent of Students Meeting Growth Projection (Target: 50%+)	
	BOY	EOY	BOY	EOY
2nd	59%	58%		50%
3rd	73%	76%	53%	60%
4th	76%	82%	34%	69%
5th	73%	82%	43%	73%
6th	78%	80%	39%	62%
7th	85%	75%	34%	39%



EOY Science MAP Data

2025-2026 EOY MAP		
	Science National Achievement Percentile Rank (Goal: 75%+)	
	BOY	EOY
4th	81%	85%
5th	88%	87%
8th	82%	87%



EOY Science MAP Data

2025-2026 EOY MAP				
	Science National Achievement Percentile Rank (Goal: 75%+)		Percent of Students Meeting Growth Projection (Target: 50%+)	
	BOY	EOY	BOY	EOY
4th	81%	85%		68%
5th	88%	87%	67%	61%
8th	82%	87%		66%



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.

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

DIP Strategy 2: Expand student access to testing opportunities and targeted preparation resources to improve performance on the TSI-Met Indicator. (C&I - CCR)

DIP Strategy 3: Develop a military awareness program for NISD students to celebrate student enlistment and increase understanding of military opportunities. (C&I - CCR)

DIP Strategy 4: Conduct a needs-assessment for each CTE program to identify barriers to CTE program completion and certification attainment in order to increase career readiness. (C&I - CCR)

DIP Strategy 5: Develop an Artificial Intelligence Student Framework that defines grade-appropriate skills, guidelines, and learning opportunities to prepare all students for success in an AI-partnered world. (Technology - C&I)



Summative Review Highlight

- Full implementation of multiple tracking methods has been implemented and is in full use. Improvements to tracking summaries for campus & student level discovery was improved via Looker Studio / Data Studio software to provide a detailed overview for stakeholders.
- We saw an increase of 109% this year in TSI testing with a total of 7,405 TSI exams administered. Texas College Bridge was fully implemented into English IV, AQR. and Financial Math as well as additional students outside of these classes who did TCB as an independent study. Math completion included 444 College Prep credits obtained. English included 968 College Prep credits obtained.



Summative Review Highlight

- Application and unit planning for AFJROTC is underway for 2027-2028 school year opening. We have met with counselors about pursuing the Purple Star designation. Significant updates to Military Pathways & Support website have been made. Need to continue to find more ways to celebrate Military enlistment for students.
- 7,663 certifications were attained district-wide with 3,024 TEA Recognized Industry-Based Certifications, resulting in an increase of over 500 certifications from the 2024-2025 school year. Practicum & work-based learning course enrollment increased by 22% this year. Students with an internship placement increased by 64 students from 822 students in 2024-2025 to 886 students placed in 2025-2026.



Summative Review Highlight

- The AI Student Framework has been completed, published, and incorporated into professional development planning for the 2026–2027 school year. Throughout the development process, stakeholder groups provided valuable insight to the AI committee, ensuring that district priorities are reflected.





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.

DIP Strategy 1: Strengthen and develop **collaborative partnerships** with universities, alternative certification providers, and other state-approved **educator preparation programs** to **expand the number of candidates** completing student teaching, residency, or certification experiences with the district. *(HR)*

DIP Strategy 2: Implement, administer, and analyze an **annual Staff Employment Satisfaction Survey** to **measure workplace culture, communication effectiveness, leadership support, and professional growth opportunities**. *(HR)*

DIP Strategy 3: Enhance the district's **hiring practices** to ensure compliance with recent legislation and to strengthen the **integrity, safety, and efficiency of employee recruitment, screening, hiring, and onboarding**. *(HR)*



Summative Review Highlight

- NISD has partnered with UNT for a year-long, paid residency program that will begin in July 2026.
- HR leadership has developed and implemented an updated NISD Hiring Guide and pre-employment review processes.
- A staff survey was conducted and data was collected in the following areas: engagement, communication and leadership, work environment and well being, support and recognition.



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.

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

DIP Strategy 2: Design and implement opportunities for **campus principals to lead their own learning, enhance their own leadership capacity, and collaborate** together. *(C&I - Elementary & Secondary Ed)*

DIP Strategy 3: Support **teacher classroom needs** through the Northwest ISD Education Foundation **resource store** and "**Neffie**" by increasing awareness of foundation programs and activities. *(NEF, Communications)*

DIP Strategy 4: Continue teacher and staff **listening sessions** across campuses and departments to **strengthen meaningful relationships, foster trust, and gather actionable feedback** that informs decision-making and continuous improvement. *(Communications, Cabinet)*



Summative Review Highlight

- Based on feedback, principals saw value in the C.F.I. process, and it will continue in the 26-27 school year.
- Neffie visited campuses on the periphery of the district to make free resources more accessible, and the NEF Resource Store has increased its resources provided to teachers.
- Staff listening sessions are complete and addressed topics on legislative advocacy, the state of education and staff/community engagement. District leaders are in the process of addressing feedback.
- HR and Finance prepared a comprehensive compensation package that was approved in April.



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.

DIP Strategy 1: Enhance meaningful relationships and continue to grow teachers by offering professional learning that balances choice with targeted opportunities based on teacher input, student data, and district alignment, while leveraging instructional coaches to provide job-embedded learning. *(C&I - Teaching & Learning)*

DIP Strategy 2: Design and implement a Principal Pathway for any current assistant principals who are interested in building their leadership capacity to become a campus principal. *(C&I Assistant Superintendent and Superintendent)*

DIP Strategy 3: Promote employee well-being, reduce stress, and foster a supportive work environment by providing all full-time employees with 1 day of Employee Wellness Leave and continue to seek additional opportunities to support staff. *(Finance/HR)*

DIP Strategy 4: Implement the new Red Rover software for timekeeping for hourly employees for a simpler and more efficient employee experience and begin the process of using Red Rover for all temporary and extra duty work to allow NISD to go completely digital instead of the use of paper timesheets. *(Finance/HR)*

DIP Strategy 5: Manage financial efficiency and maintain a balanced budget by aligning resources with district priorities and adapting to legislative and funding changes. The district will pursue a VATRE to increase funding that would provide for local control of those dollars while continuing to be strategic with class size ratios, program staffing and funding while providing maximum compensation for staff recruitment and retention. *(Finance)*

DIP Strategy 6: Provide all staff with comprehensive training on partnering with artificial intelligence to build capacity for ethical use, instructional innovation, and operational efficiency that support educator success and long-term retention. *(Technology - C&I)*



Summative Review Highlight

- Teachers were provided 100s of choice opportunities throughout the school year during professional learning days with a 98% positive response rate to sessions offered. Teachers relayed that they believe that professional learning is important for teacher growth and student achievement.
- Principal Pathways was successfully implemented, and the intended goals for the year were met. The program provided valuable leadership development opportunities and positive outcomes for participants. Based on its success, we will continue the Principal Pathways in the fall to further support leadership growth and campus improvement efforts.



Summative Review Highlight

- The district's first all-staff AI training is prepared to launch in August 2026, providing a foundational understanding of responsible and effective AI use while establishing the basis for additional classroom-focused professional learning opportunities throughout the school year.
- Total Compensation Package for all employees - Market analysis for all pay grades, any benefit changes to help with high insurance cost.
- Wellness Leave - all employees have a day of leave for their personal mental health and wellness.





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.

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

DIP Strategy 2: Explore strategic opportunities for **interdistrict open enrollment** to attract and retain students and families, **strengthen enrollment stability, and generate potential additional revenue.** *(Cabinet)*

DIP Strategy 3: Generate actionable **suggestions from the Northwest ISD Council of PTAs** during regularly scheduled Superintendent Roundtable meetings with the inclusion of a Board of Trustees member. *(Communications/Cabinet)*

DIP Strategy 4: Implement a **"New to NISD" quarterly questionnaire** to gauge whether families who are new to the district are adequately finding information and if they **feel welcomed and integrated** into our schools. *(Communications)*



Summative Review Highlight

- The CTE department successfully piloted a 2-week CTE Career curriculum at two elementary campuses in quarter 4 and will be offered to all elementary campuses next year. Translation of the K-2 and 3-5 CTE Videos in two languages increased the ability for more elementary families to hear about CTE programs. Naviance usage increased greatly this year with 52,748 logins compared to just over 14,000 in prior year.
- We currently have 93 valid Limited Open Enrollment applications, which is close to the initial goal of 100 that we set for this year. We will keep the LOE application open until the first day of school in August.
- Trustees have attended each Superintendent Roundtable to hear feedback directly from PTA leaders.
- New to NISD questionnaires generated feedback to improve HAC promotion and student ID awareness.



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.

DIP Strategy 1: Fully implement a **Campus Behavior Support Framework** at each school focused on Tier 1 behavior supports for teachers and students, Tier 2 supports at all levels for students needing additional support, and Tier 3 supports for a small number of students with significant needs. *(C&I - Elementary & Secondary Ed./Student Support Services)*

DIP Strategy 2: Continue **monitoring student attendance**, specifically targeting chronic absenteeism, and work closely with campuses to develop strategies to support students. *(C&I - Elementary & Secondary Ed.)*

DIP Strategy 3: Revise and implement the **districtwide Code of Civility** to align with Emergent Tree practices and parental rights requirements (SB 12) and develop a **districtwide communication and signage plan** to reinforce expectations and **foster a collaborative and respectful environment**. *(Cabinet)*

DIP Strategy 4: Create a **standardized process** for the communication of initiatives related to **new schools as well as construction timelines** to keep families and community members apprised of progress on new schools. *(Communication)*



Summative Review Highlight

- The Campus Behavior Support Framework was successfully implemented across campuses, meeting the goals of providing Tier 1 supports for all students and staff, Tier 2 interventions for students needing additional support, and Tier 3 services for students with significant needs. In the coming year, we will continue this work by sustaining and strengthening Tier 1 and Tier 2 practices while building greater capacity for Tier 3 supports across all campuses.
- The districtwide Code of Civility was developed and implemented as part of the online enrollment process to increase awareness of behavioral expectations, reinforce a respectful and collaborative environment, and document parent/guardian acknowledgment.
- A new campus communication process has been created to assist new principals in launching social media, direct correspondence with families, construction updates and more.



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.

DIP Strategy 1: Increase a **sense of belonging and connection** for students by **improving respectful behavior** from and between students. *(C&I - Elementary & Secondary Ed / Student Support Services)*

DIP 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)*

DIP Strategy 3: Implementation of **NISD Student Wellness Center** to provide **evening counseling services** twice a week to support the emotional and physical well-being of students. *(C&I - Student Support Services)*

DIP Strategy 4: Design and implement an **Elementary Discipline Alternative Education Program (DAEP)**. *(Cabinet)*

DIP Strategy 5: Update the **Northwest ISD Crisis Communication Plan** to meet the new state-mandated template, aligning with required sections and formatting. *(Communication)*

DIP Strategy 6: Inform families of Northwest ISD's **Standard Response Protocol**, or SRP, through a **communications campaign** including written and visual messages, to increase awareness of actions taken in emergency events. *(Communication)*

DIP Strategy 7: Develop and implement a **large-scale reunification process** and training to strengthen safety procedures and ensure effective emergency response. *(Safety & Security)*



Summative Review Highlight

- Based on input from teachers on our End-of-Year Universal Screener, 86% of students are at low risk of demonstrating disrespectful behavior, 11% are at medium risk, and only 3% are at high risk. Based on our End-of-Year Student Climate & Bullying survey, only 11% of elementary students and 36.6% of secondary students disagreed with the statement *“At my school, students treat others who are different from them with respect.”*
- 128 students were served throughout the year at our Student Wellness Center.
- The Crisis Communication Plan has been updated to meet new state standards a year ahead of schedule. The plan will continue to be updated as a living document.
- The district successfully developed and implemented a large-capacity reunification plan. Planning is complete, and efforts are now focused on operational procedures, site-specific details, and staff training.





Questions?