



NORTHWEST ISD

COLLEGE, CAREER & MILITARY READINESS

District Effectiveness Report - August 11, 2026

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 74% to 90% by 2025.

	2021 2020 graduates	2022 2021 graduates	2023 2022 graduates	2024 2023 graduates	2025 2024 graduates
Goal	80%	81%	90%	90%	90%
Actual	75%	74%	74%	74%	76%





CCMR Achievement: Population Trends District-wide

	Actual 2021 2020 Grads	Actual 2022 2021 Grads	Actual 2023 2022 Grads	Actual 2024 2023 Grads	Actual 2025 2024 Grads	Goal 2025
African-Am	64%	48%	64%	58%	62%	90%
Hispanic	68%	58%	66%	69%	67%	90%
White	78%	71%	77%	78%	82%	90%
Am. Indian	65%	83%	82%	72%	57%	90%
Asian	97%	79%	91%	83%	89%	98%
Pacific Island	100%	25%*	86%	100%	80%	100%
2+ Races	70%	25%*	68%	82%	72%	90%

	Actual 2021 2020 Grads	Actual 2022 2021 Grads	Actual 2023 2022 Grads	Actual 2024 2023 grads	Actual 2025 2024 grads	Goal 2025
SpEd	42%	64%	79%	85%	87%	90%
Eco Dis	57%	51%	60%	61%	63%	90%
ELL	39%	46%	48%	36%	56%	90%





CCMR Achievement Trend Comparisons

College, Career, and Military Readiness District Total			
Metrics based on graduating class from 2 years prior.			
	Total CCMR	College Ready	Career Ready
2025	76%	61.0%	48.5%
2024	74%	61.7%	45.7%
2023	73%	58.9%	44.6%
2022	68%	62.8%	37.5%
2021	69%	60.9%	25.4%

CCMR Accountability Changes:

2021: Programs of Study

2022: CCMR Metrics Update
- Completer & IBC phased in

2023: Cut Score Changes to CCMR

Up Next - 2026: Current 9th Graders will be under new CCMR Metrics





NORTHWEST ISD
**Career & Technical
Education**



Ed Shelstead
Director for 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:

21 - 22: 10,064

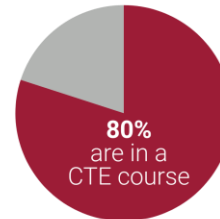
22 - 23: 12,078

23 - 24: 13,004

24 - 25: 13,075

25 - 26: 13,791

NISD
Secondary Students



80% Secondary Students are in a CTE course

CTE Industry Certifications



Student-Earned Certifications by Year

2021: 3,457

2022: 4,151

2023: 5,181

2024: 6,620

2025: 7,136

2026: 7,664

CTE Student Enterprise



The **competitive advantage** starts at home!

Student-run businesses located at each HS campus:

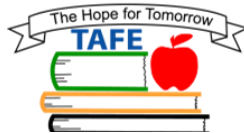
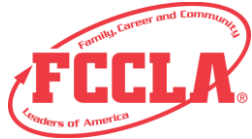
- High-Quality
- Industry-Standard with Equipment & Facilities
- Equitable throughout NISD

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 Achievements on every campus for 25 - 26 School Year

National Achievements

Eight NISD students earn **Lone Star FFA State Degrees** and EHS has an FFA **Area 5 National Delegate**

Biomedical Sciences Academy named a 2025-2026 **Project Lead The Way Distinguished School**

Construction Academy students participated in **DFW Construction Industry Education Foundation Design Build**

Three **FCCLA Gold National Champions**

Aviation Academy **Advanced Vertical Robotics** team placed **3rd** in Nation

SECHS National Champion - Microsoft PowerPoint

NHSTV Silver Rating for Best Daily Live Newscast, 2nd Place in Sports Commentary, and National nominee in Horror Film

Two **Business Academy** National Champions, **Finance Competition** and **Marketing Competition**



Student Influencers of AllianceTexas



Program Growth

2022: 9 students

2023: 14 students

2024: 18 students

2025: 19 students

Student Opportunities this year

- Learn from CEO/Executives and Company Tours
 - Hillwood
 - Amazon Air
 - Texas Health Alliance Hospital
 - Gulfstream Aerospace
 - MP Materials
- Present Capstone Project at the Schwab Campus
- NISD group of students presented at Hillwood Q2 Staff Meeting hosted at NISD Board Room



Elementary Outreach



- **CTE Career Exploration Curriculum** piloted at 2 elementary schools.
- **Career Explorers videos** for elementary students and parents
- **CTE internships** in elementary classrooms to support STEM, Health Science & Education
- **Naviance** use in elementaries to explore careers increased by 500+ participants
- **Career Day** supports at campuses



College, Career, and Military Readiness Expanding Opportunity. Building Futures.



Bobby Morris
Director for College, Career
& Military Readiness

OnRamps:



3,112

COURSE ENROLLMENTS



2,771

QUALIFIED FOR CREDIT



2,308

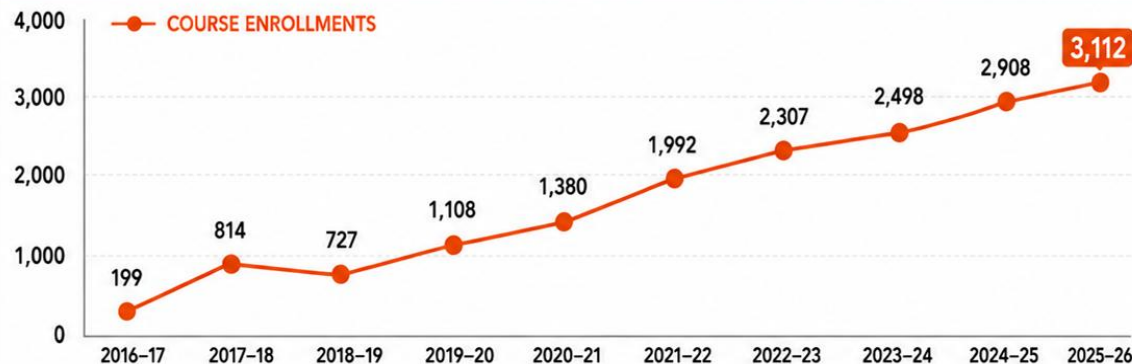
ACCEPTED COLLEGE CREDIT



89%

SUCCESS RATE

OnRamps Course Enrollments (2016–2026)



3,155 students enrolled in OnRamps during 2025–2026, and **3,112** successfully completed their course. Students who withdrew are not included.

Estimated University Value
Class of 2026

\$6.7
MILLION*



ADVANCED PLACEMENT: EXPANDING OPPORTUNITY. DELIVERING RESULTS.



TOTAL AP EXAMS

4,338

2022: 3,797 | 2026: 4,338



TOTAL AP STUDENTS

2,340

2022: 1,954 | 2026: 2,340



AP STUDENTS
WITH SCORES 3+

1,930

2022: 1,386 | 2026: 1,930



% OF AP STUDENTS
WITH SCORES 3+

82.48%

2022: 70.93% | 2026: 82.48%

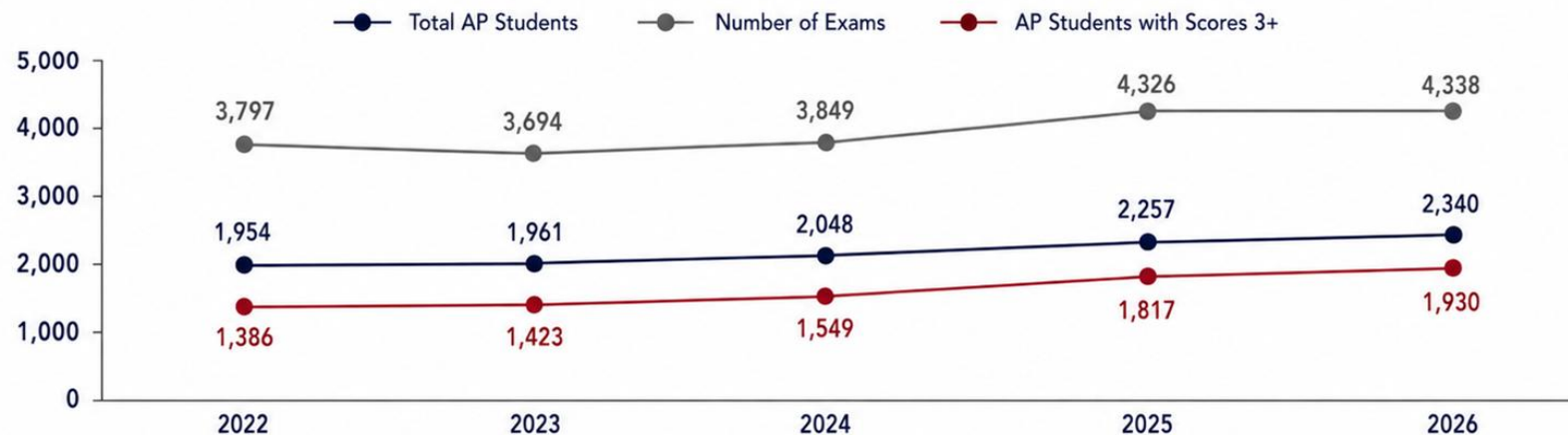


AP SUBJECTS
OFFERED

26

2026

DISTRICT AP PERFORMANCE OVER TIME (2022-2026)



% OF AP STUDENTS
WITH SCORES 3+

70.93%

72.57%

75.63%

80.51%

82.48%

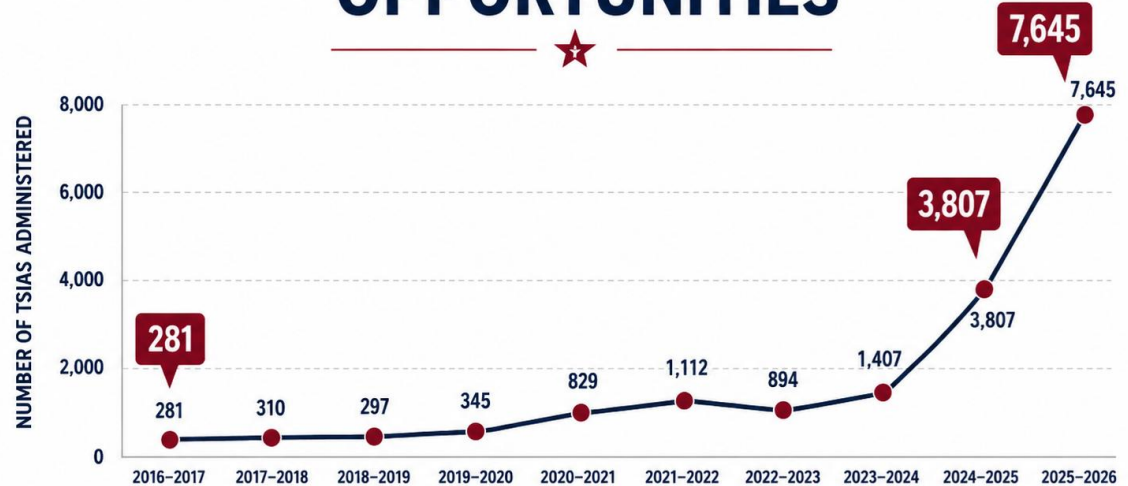


TSIA2 Testing

Increased TSIA2 Supports:

- Tested all 9th graders in ELAR
- Tested all 10th graders in Math
- Focused on 11th and 12th grade TSIA
- Added additional school-day TSIA opportunities
- TSIA became a qualifier for senior release
- Individualized support
- Embedded TSI strategies in bellwork & curriculum

EXPANDING COLLEGE READINESS OPPORTUNITIES



27×

INCREASE IN
TESTING OPPORTUNITIES



College Prep: Texas College Bridge

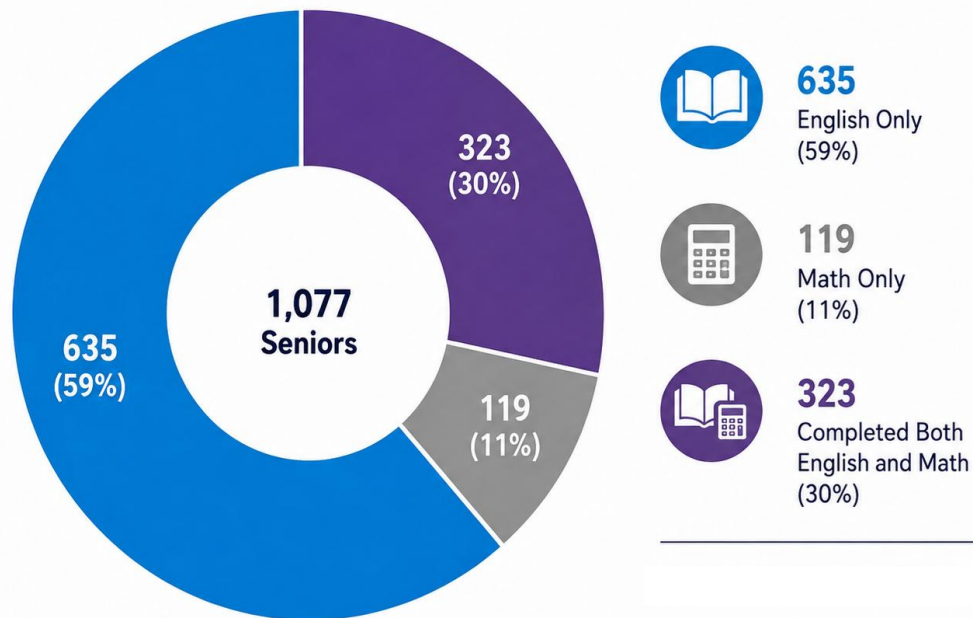
2025-2026 embedded
TCB in curriculum:

- English IV
- AQR
- Financial Math

Additional
enrollments upon
request

Texas College Bridge Completion

1,077 Seniors Completed Texas College Bridge



DUAL CREDIT

EARN COLLEGE CREDIT WHILE IN HIGH SCHOOL

2025–2026 DUAL CREDIT SNAPSHOT



3,180
COURSE ENROLLMENTS



1,556%
ENROLLMENT GROWTH
SINCE 2017–2018



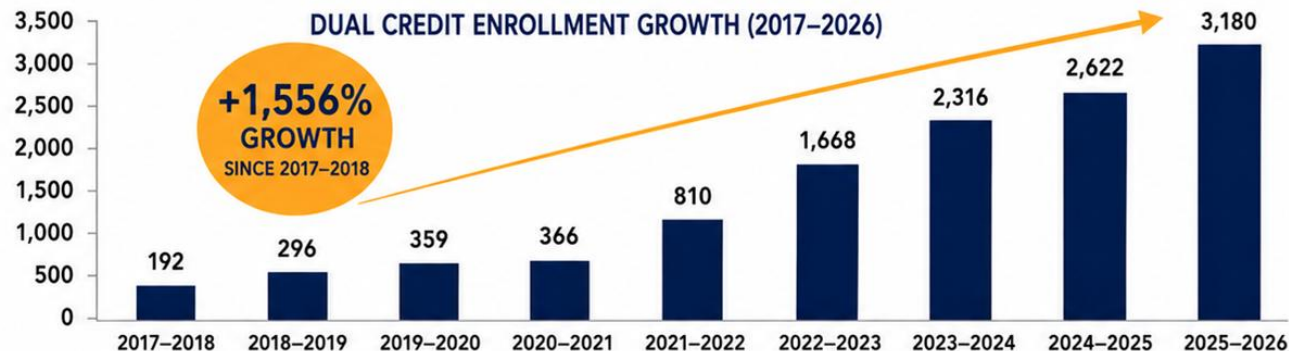
94%
EARNED A C OR BETTER
IN SPRING 2026
Excluding Withdrawals

**\$9.2
MILLION**

ESTIMATED UNIVERSITY VALUE



\$700,000
TUITION WAIVED BY TCC
DURING 2025–2026



ASSOCIATE DEGREES:



64

ASSOCIATE DEGREES
EARNED BY THE CLASS OF 2026

Class of 2026 Associate Degrees
by Campus



62 Steele Early College
High School



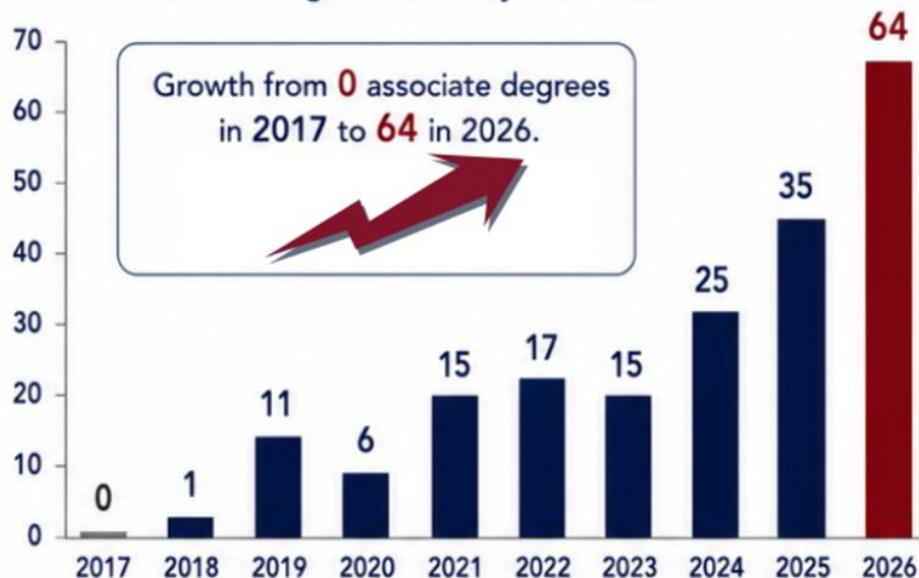
1 Northwest
High School



1 Byron Nelson
High School

GROWTH OVER TIME

Associate Degrees Earned by NISD Students



What's Next for NISD CCMR

- **Construction Academy** adds second year of student opportunities
- Davis High School programming includes **Transportation, Automation & Logistics Academy** and a second **Ag Center** for the district
- Continued increase in **CTE Practicums & work-based** learning opportunities for 2026 - 2027 school year
- **JROTC** application submitted for Davis High School
- **CCMR Campus Teams** meeting monthly with strategic CCMR goals
- Increase **community outreach information nights** including AP for All, Military Proud, FAFSA Prep, College Application Week and many more
- **Dual-Credit & AP Expansion** opportunities within Business, Construction & Aviation CTE programs
- New **College Prep instructional materials** and supplements embedded in district curriculum

Questions?



Kelley Henderson
Executive Director of
CCR



Ed Shelstead
Director of CTE



Bobby Morris
Director of CCMR



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