



2026-2027

District Improvement Plan

September 14, 2026

REQUIREMENTS

- TEC 11.251(a): The Board of Trustees shall annually ensure development of and approve both the district and campus performance objectives.
- TEC 11.252(a): The superintendent must annually develop, evaluate, and revise the district plan with the assistance of the district-level planning and decision-making committee.



REQUIREMENTS

- TEC 11.252: The District Improvement Plan must include:
 - Needs Assessment
 - Performance Objectives
 - Staff responsible, timelines for monitoring, and resources
 - Specific items



STRATEGIC PLANNING FLOWCHART



2023-2028 Northwest ISD Strategic Goals and Priorities

Northwest
INDEPENDENT SCHOOL DISTRICT

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

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Priorities

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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 overall student literacy proficiency by **systematically expanding academic vocabulary knowledge, strengthening students' ability to comprehend, analyze, and engage with increasingly complex texts** across all content areas. (C&I)

DIP Strategy 2: Implement a systematic, districtwide approach to **explicit revising and editing instruction** that integrates language conventions daily into authentic reading and writing contexts, supported by targeted professional development and progress monitoring. (C&I)

DIP Strategy 3: Enhance instructional leadership capacity in principals to provide **support, feedback, and resources** for teachers that enables them to **strengthen students' ability to make meaning out of complex texts**. (C&I)

DIP Strategy 4: Strengthen alignment and collaboration between classroom teachers, special education teachers, interventionists, and instructional coaches to ensure strong systems are in place to address the needs of all student groups. (C&I)

Based on our data, what needs do we have that need to be addressed?

Making meaning out of complex text.

->Reading Comprehension- Paired Passages

->Academic Vocabulary

->Writing, Editing & Revising



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: Increase student performance in mathematics by providing **high levels of support, ongoing professional learning, and collaboration** for our principals as they work diligently to ensure **aligned and effective implementation of the adopted mathematics curriculum.** (C&I)

DIP Strategy 2: Ensure **high-level instruction with aligned implementation of the adopted mathematics curriculum** by providing ongoing **professional learning, coaching, and instructional support** for all math teachers. (C&I)

DIP Strategy 3: Increase student achievement in all content areas and elevate instructional quality by **strengthening Professional Learning Community leadership through a shared vision, common language, and planning protocols** to ensure aligned instructional practices that **meet both rigorous academic standards and individualized student goals.** (C&I)

DIP Strategy 4: Improve student achievement and growth in all content areas by **developing aligned processes to monitor student progress and support all student groups to close academic achievement gaps** so that all campuses improve their accountability rating by at least one letter grade. (C&I)

Based on our data, what needs do we have that need to be addressed?

Strong Tier 1 instruction, particularly in math, that meets the level of rigor of the standard, with scaffolding to the level of the standard when needed to close achievement gaps.



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: Increase CCMR readiness on every secondary campus by **strengthening processes for monitoring CCMR data and enhancing quarterly communication touchpoints** with principals, teachers, parents, and students. (C&I)

DIP Strategy 2: Increase the percentage of students meeting TSI college readiness indicators by **strengthening student preparation and personalized support systems** to improve student success. (C&I)

DIP Strategy 3: Develop a **comprehensive military career awareness initiative** that provides students with **exposure to military career pathways**. (C&I)

DIP Strategy 4: Identify barriers to program retention and recruitment in order to increase CTE complete status in all programs of study through a **needs-assessment for each CTE program**. (C&I)

DIP Strategy 5: **Explore and consider virtual school opportunities** by examining current trends, student and family interest, and district data to determine potential options for expanding flexible learning opportunities for Northwest ISD. (C&I, Technology)

Based on our data, what needs do we have that need to be addressed?

Strengthen personalized support systems for each student.



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: Develop a **Grow Our Own Educator** framework to create a sustainable pathway for individuals who are interested in becoming a certified educator. (HR)

DIP Strategy 2: Develop and implement a **recruitment strategy specifically to recruit transportation employees** and driver trainees. (HR)

DIP Strategy 3: Support campus success and accountability outcomes by **providing targeted recruitment and hiring support that increases access to high -quality candidates in areas of high need.** (HR)



Strategic Goal 2 Strategies

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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: Review and develop a **digital process and compensation plan for Extra Duty pay** that will allow the district to use Red Rover for extra duty timekeeping and pay. (Finance)

DIP Strategy 2: Continue to **refine the total compensation plan to ensure equity across pay grades**, especially with regards to hourly employees. (Finance)

DIP Strategy 3: Provide **additional district-provided benefits** that are available to all employees and dependents living in their homes. Monitor usage to ensure best use of funds while continuing to look at other benefit options. (Finance)

DIP Strategy 4: Engage principals in **ongoing, collaborative professional learning processes focused on improving instructional leadership and student outcomes**. (C&I)



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DIP Strategy 5: Develop a **feedback process throughout the implementation of the adopted mathematics curriculum** in order to use teacher insights to inform professional learning, resources, and instructional support. (C&I)

DIP Strategy 6: Provide **ongoing professional learning opportunities for centralized support staff to strengthen support provided to teachers and staff across all campuses** in order to meet the needs of all students. (C&I)

DIP Strategy 7: Continuously seek ways to **provide efficient processes that value the workload** of staff across all campuses. (C&I; Technology)



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: Strengthen employee retention by **implementing proactive strategies that identify the factors influencing employees' decisions** to remain with the district through the use of **stay interviews**. (HR)

DIP Strategy 2: Develop and implement a **districtwide employee wellness plan**. (Finance, HR, Athletics)

DIP Strategy 3: Provide **top-notch customer service from all district departments** to teachers and staff members to ensure ongoing support. (Cabinet)

DIP Strategy 4: Provide and enhance a wide array of **purposeful and differentiated professional growth opportunities** for teachers and staff members to foster a sense of value and fulfillment. (C&I)



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: Implement a **districtwide marketing campaign that highlights areas of importance** as recommended by district families and community members. (Communications)

DIP Strategy 2: Conduct **biennial Family Survey** to provide parents and guardians with opportunities for feedback regarding continuous school and district improvement. (Communications)

DIP Strategy 3: Provide families with additional information about **parental tools and involvement opportunities** with feedback components to **gauge each tools' effectiveness and potential for improvement**. (Communications & Technology)

DIP Strategy 4: Provide **tools and resources for school leaders to share with families** to strengthen the school-home partnership. (C&I)

DIP Strategy 5: **Strengthen business partnership opportunities for students**, as well as **service and leadership opportunities** within our communities. (C&I)



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: Provide **high-quality customer service to all stakeholders** to ensure all voices are heard and valued. (Cabinet)

DIP Strategy 2: Establish and maintain **strong advisory committees and community partnerships** to engage parents and community stakeholders in providing valuable feedback and engagement opportunities. (C&I)

DIP Strategy 3: Update the district's **advertising program and opportunities with the opening of new stadiums and competition arenas** to provide more opportunities for local businesses to engage district families. (Communications & Athletics)



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: Full implementation of Tier 1 Behavior Framework supports across all campuses, with **clearly communicated Tier 1 Campus Operating Procedures**; continue work on implementing **Tier 2 Behavior Framework supports** across all campuses; continue work on implementing **Tier 3 Solid Roots Behavior supports** for students receiving special education support for behavior; and begin **piloting Tier 3 Behavior Framework supports** for other students needing additional behavior support at some elementary campuses.(C&I)

DIP Strategy 2: Provide professional learning and support for teachers, administrators, paraprofessionals, and transportation staff on student behavior needs and effective ways to respond to and support students. (C&I)

DIP Strategy 3: 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. (Communications, Safety & Security)

DIP Strategy 4: Implement a Records Management System and Computer-Aided Dispatch, including the development of a comprehensive 360° districtwide mapping documentation. (Safety & Security)



STRATEGIC PLANNING SCHEDULE

Date	Description	Responsibility	Complete
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	√
August 3	Team of 8 Training	Dr. Foust	√
September 8	DEIC Meeting – DIP Overview and Formal Vote	DEIC	√
September 14	2026-2027 DIP Board Review	School Board	
September 11	Deadline to Submit CIPs and Department Action Plans	Staff	
September 28	2026-2027 DIP Board Action	School Board	
September 28	2026-2027 CIPs Board Review	School Board	
October 12	2026-2027 CIPs Board Action	School Board	
November 16	DIP Formative Review	Executive Cabinet	
January 19	DIP Formative Review	Executive Cabinet	
February 8	2026-2027 DIP Mid-Year Summary Report to the Board	Dr. Griffin	
March 8	DIP Formative Review	Executive Cabinet	
May 11	DEIC - End of Year DIP Review and Needs Assessment	DEIC	
June 14	2026-2027 DIP Summative Review	Executive Cabinet	
June 28	2026-2027 DIP Summary Report to the Board	Dr. Griffin	
June 28	Strategic Framework (Beliefs, Vision, Mission, Goals, Priorities) - Board Discussion / Action	School Board	



Questions?