

NORTHWEST ISD

AT A GLANCE

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WELCOME
to Northwest ISD

Northwest Independent School District, home to more than 32,000 students across 35 campuses, provides premier educational services and opportunities to families in the northwest corridor of the Dallas-Fort Worth metroplex.

With a vision of empowering learners and leaders to positively impact the world, Northwest ISD remains committed to providing all students with an education that prepares them for the future – whether in college, the workforce or military. That commitment extends beyond schools, as the district mission is to collaborate with students, families, communities and global partners to engage in a culture of learning that prepares all students to confidently navigate their future.

Families who live in Northwest ISD enjoy a community-focused atmosphere where children are welcomed by caring teachers. Core subjects are joined by a multitude of career and technical education offerings, culminating with academies and pathways that provide students with skills needed for life after graduation. Award-winning extracurricular offerings in athletics and fine arts encourage students to explore their passions and push boundaries.

A key aspect of the modern Northwest ISD story revolves around the district's growth. Through the combination of 1,000 to 1,600 new students joining the district's total enrollment each year as well as developers constructing thousands of new homes in the district's boundaries annually, Northwest ISD ranks as the fastest-growing school district in North Texas. This growth helps the district attract and retain the best teachers and support staff in the state. With rapidly growing housing options, families come to Northwest ISD not just for its renowned education, but also for its attractive living environment.

While the district looks forward to its future, it also advances using the lessons of unity from its past. Northwest ISD's lineage traces its roots to the late 1800s, when local schools were created to serve children as the population grew amid new railroads, general stores and livery stables. In 1948, the one-school districts of Haslet, Justin, Rhome and Roanoke began working toward a consolidation program with the approval of state. The plan was voted in almost unanimously during simultaneous elections in the four communities on December 8, 1948, creating Northwest ISD. New Fairview (then known as Fairview) and the newly formed Northwest ISD consolidated the following year, and Newark was annexed in 1973. Northwest ISD formally began operations in 1949, and in 1950, construction began on a new, modern high school.

Encompassing 234 square miles, Northwest ISD serves all or part of 14 cities, towns or communities. These include Aurora, Haslet, Justin, New Fairview, Newark, Northlake, Rhome and Trophy Club, along with portions of Flower Mound, Fort Worth, Keller, Roanoke, Southlake and Westlake. As one of the largest school districts in the area, Northwest ISD's geographical area extends into three counties: Denton, Tarrant and Wise.



GOAL 1:

Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

GOAL 2:

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

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.



MESSAGE FROM THE SUPERINTENDENT

NISD families and community members,

Our district has a storied history of community engagement, with the founding of Northwest ISD led by the desire to join together for the betterment of our community's children. This school year, we celebrate the 75th anniversary of Northwest ISD, and when we look back at the stories of our district, we think of the people who have made our district what it is.

When I think of our schools, I think of the people many of them are named after – educators and community leaders who supported students. This positive atmosphere is the environment we continue to foster in our schools across the district, and it's up to all of us to uphold our commitment to provide children with the support they need to learn.

Another characteristic of Northwest ISD that our families are well aware of is our growth. We continue to rank among the fastest-growing school districts in Texas, as families come here to raise their children. We continue to work on schools and facilities from the 2023 bond package, preparing for thousands of students and families to join us in the coming years.

As we outline in our first core belief, "Kids Come First" in Northwest ISD. More than 80% of eligible students in our schools are involved in an extracurricular activity, and this is only possible because of the support of our teachers, staff and community alike. Thank you for the partnership you provide to help our students prepare for more, do more and achieve more.

Thank you for your continued support of our schools, and thank you for taking the time to learn about our district. Northwest ISD values our community, and we know that strong schools are built upon strong partnerships between students, families, teachers, staff and community members.

Sincerely,

Mark Foust, Ed.D.
Superintendent of Schools

BOARD OF TRUSTEES

As a public school district, Northwest ISD is steered by a group of elected community leaders called the Board of Trustees. This group, commonly referred to as the district's school board, provides support and guidance to lay the framework of success for Northwest ISD students.

Board members set clear expectations and promote excellence by setting goals, reviewing policies and procedures, and serving the best interests of NISD students and staff. Northwest ISD's board members come from diverse backgrounds, from retired educators to private sector professionals. Several board members have lived in Northwest ISD for their entire lives, while others joined more recently, representing the unique perspective each brings to their role.

School board members are elected to a three-year term of office, on a 2-2-3 rotating basis. Seats are filled during the May election, and members are elected to at-large positions representing the entire district. The school board can be emailed at schoolboard@nisdtx.org.



R. STEPHEN SPROWLS
PRESIDENT
Elected 2017



JENNIFER MURPHY
VICE PRESIDENT
Elected 2020



DEANNE HATFIELD
SECRETARY
Elected 2019



JUDY COPP
Elected 2012



ANNE DAVIS-SIMPSON, PH.D.
Elected 2013



LILLIAN RAUCH, PH.D.
Elected 2014



MARK SCHLUTER
Elected 2006

PREPARING FOR ACADEMIC SUCCESS

Northwest ISD prides itself on having a rigorous but attainable curriculum that prepares students for future success after they graduate. From early childhood to high school, every campus level prepares students for their long-term goals.

Literacy stands at the core of all our academic objectives, as reading serves as a fundamental skill in almost any life or career path. Additionally, from the earliest ages, children are prepared with skills such as critical thinking, collaboration and self-sufficiency to build core skills relevant to any future paths. As students advance, they learn more about each core subject – including language arts, math, science, social studies and more – with a standard curriculum that ensures parity at all campuses.

Once at the secondary level, more options open up to explore potential post-graduation paths. Our district's award-winning career and technical education programs allow students to explore their passions and gain real-world experience. Students can gain experience in a broadcast studio at the Creative Media Production Academy, learn about aerospace industries at the Aviation and Aeronautics Academy, or cook in a real restaurant at the Culinary Arts & Hospitality Academy.





NISD Community Accountability Dashboard

Northwest ISD is dedicated to the education of the whole child, supported by our community of students, families, staff and residents. To provide our community with a background on the areas it values most, the Northwest ISD Community Accountability Dashboard provides valuable statistics and insights. For more information, please visit www.nisdtx.org/dashboard.

25 GRADS EARNED **ASSOCIATE** DEGREES WHILE STILL IN **HIGH SCHOOL**

AP, ONRAMPS & DUAL CREDIT STUDENTS EARNED **18,750** COLLEGE CREDIT HOURS VALUED AT **$10.3M**



OUTDOOR LEARNING CENTER offers unique outdoor learning experience

While many lessons are best taught in typical classroom settings, some are best learned immersed in nature.

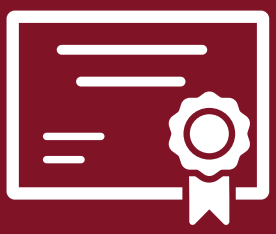
Northwest ISD students are discovering this firsthand at the Outdoor Learning Center, which features several buildings and trails designed to enhance their understanding of the natural world. The facility, which is composed of five buildings on 193 acres in Northlake, fosters unique learning experiences not found anywhere else.

Led by Amy Hollenshead, OLC coordinator, classes from across the district visit the facility to expand on their classroom-based learning with actual experiences in nature.

The facility includes a pavilion that overlooks a pond, another that offers a view of Denton Creek highlighting the area's historical erosion and opportunities to observe noninvasive wildlife like deer and turtles — all designed to engage students in hands-on learning.

Northwest ISD Career and Technical Education's high school academies and programs of study empower students to immerse themselves in their field of interest through hands-on learning, field-based experiences and internships.

5,956
INDUSTRY-BASED CERTIFICATIONS EARNED in the **23-24** SCHOOL YEAR



BNHS - 1,740
EHS - 1,968
NHS - 1,846
STEELE - 402

CAREER & TECHNICAL EDUCATION ACADEMIES

Aviation and Aeronautics Academy
Housed at Eaton High School

Students study the principles and science of flight and explore the dynamic fields of modern military and commercial aviation with an emphasis on Federal Aviation Administration (FAA) standards. As they prepare for aviation careers, upper-level students will choose a specialized track in aviation maintenance, drone operation or private piloting.

Biomedical Sciences Academy
Housed at Byron Nelson High School

Students focus on the study of biology and medicine to acquire the knowledge and skills necessary to be successful in the healthcare field, such as researching and diagnosing diseases, pre-existing conditions or other determinants of health.

Business Management and Entrepreneurship Academy
Housed at Eaton High School

Students study the principles of business, marketing, finance and entrepreneurship. As part of the next generation of socially responsible entrepreneurs, students develop business plans and take on job roles and responsibilities, creating innovative products and operating a virtual startup company.

Cosmetology Academy
Housed at Steele Early College High School (Moving to NHS in 2025-2026)

Available to students from every NISD high school starting in their junior year, this two-year program offers the opportunity to operate a full-service salon and work toward licensure in cosmetology and barbering. Students split their school day during junior and senior years, attending half-day at the academy and half-day at their home campus.

Creative Media Production Academy
Housed at Northwest High School

Students study the principles of communication, explore various career fields and develop a comprehensive portfolio showcasing their creative and technical skills. Tracks in audio/video TV production, commercial photography and graphic design are available to students.

Culinary Arts and Hospitality Academy
Housed at Byron Nelson High School

Students craft innovative dishes alongside professional chefs using advanced industry equipment. Students have the opportunity to work in the Byron Bistro, an on-campus, student-operated enterprise.

STEM Academy
Housed at Northwest High School

The STEM Academy is a school-within-a-school providing students the opportunity to use design thinking to tackle project-based learning in all classes while bringing ideas to life by designing, building and testing solutions for complex engineering challenges.







PATHWAYS

Accounting and Financial Services

Discover how to manage personal wealth and financial stability for business. Investigate financial principles, systems, and processes for business operations and personal financial responsibility.

Advanced Manufacturing

Partner with structural, mechanical, electrical and industrial engineering firms to gain real-world experience.

Animal Science

Enhance your passion working within diverse animal industries using preventative medicine, advanced therapeutic techniques and injury treatment.

Applied Agricultural Engineering

Create one-of-a-kind metal art designs from start to finish for a wide variety of customers using large scale machines.

Architectural Design

Visualize, design and construct 3D models and generate a wide range of full-color prototypes, prints and 3D computer-aided drawings.

Business Management

Develop foundational business knowledge, industry recognized skills, and explore the responsibilities and rewards of being a manager for an organization.

Design and Multimedia Arts

Create vibrant illustrations, animations, drawings, logos, ads and traditional art for dynamic visual media.

Digital Communications

Gain job-specific training for entry level employment in audio, video, television and film.

Early Learning

Explore the fascinating world of working with children ages four and younger.

Family and Community Services

Investigate complex social and emotional challenges to understand their effects on individuals, communities and society.

Health Science

Explore various medical career fields and study essential healthcare procedures for diagnosing and treating illnesses. During their senior year, students choose a Certified Clinical Medical Assistant (CCMA) or Emergency Medical Technician (EMT) certification track and gain hands-on experience through field-based observations and internships.

Plant Science

Study the science and business of plants while creating innovative art using a variety of flowers and plants from the student-managed floral studio and greenhouse.

Programming and Software Development

Work individually and in teams to develop and engineer the code that powers the modern world.

Teaching and Training

Teach and coach side by side with professional educators in a variety of school settings. Upon completion of this program, students will earn their Educational Aide I Certification and a Northwest ISD Priority Interview Certificate.

ATHLETIC ACHIEVEMENTS



Then NHS Freshman
COOPER LUTKENHAUS
Wins UIL **State** Championship

Sets **National** Record

Northwest ISD offers a wide variety of athletic opportunities, with a total of 31 different sports — ranging from baseball to wrestling — available between middle and high school levels. During the 2023-2024 school year, 85 student-athletes signed NCAA National Letters of Intent to continue their athletic and academic pursuits in college.

For the 2024-2025 school year, Northwest High School moved from 5A to 6A in UIL competitions, and for the first time in district history, Byron Nelson, Eaton and Northwest high schools competed in the same UIL athletic district.

Highlights from 2023-2024 include:

BASEBALL:
BNHS: Bi-District Qualifier
NHS: Bi-District Champion

BOYS BASKETBALL:
BNHS: Bi-District Qualifier
EHS: Regional Semifinalist

CROSS COUNTRY:
BNHS: Girls Team State Qualifiers,
2 Boys Individual State Qualifiers,
Boys and Girls Team Regional Qualifiers
EHS: 1 Girls Individual State Qualifier,
Girls Team Regional Qualifiers
NHS: 1 Boys Individual State Qualifier,
Boys Team Regional Qualifiers

FOOTBALL:
BNHS: State Quarterfinalist (District Champions)
NHS: Regional Finalist

GOLF:
BNHS: 1 Girls Individual State Qualifier,
Boys Team Regional Qualifier,
2 Girls Individual Regional Qualifiers
EHS: 1 6A Boy Regional Qualifier
NHS: 1 5A Boy Regional Qualifier

SOCCER:
BNHS: Regional Quarterfinalist
NHS: 1 Boys Individual State Qualifier,
Boys Team Regional Qualifier,
1 Girls Individual Regional Qualifier

SOFTBALL:
EHS: Regional Quarterfinalist

SWIM AND DIVE:
BNHS: 12 Regional Qualifiers
EHS: 5 Individual State Qualifiers,
11 Regional Qualifiers
NHS: 11 Individual State Qualifiers,
Boys Team Region Champions,
32 Regional Qualifiers

TENNIS:
BNHS: Team Regional Quarterfinalist,
2 Individual Regional Qualifiers
NHS: Team Area Qualifier,
2 Individual Regional Qualifiers

TRACK & FIELD:
BNHS: 5 State Medalists, 9 State Qualifiers,
Girls Team Regional Champions,
26 Regional Qualifiers
(Boys and Girls Team District Champions)
EHS: 10 Regional Qualifiers
NHS: 1 Boys Individual State Champion,
8 State Qualifiers, 20 Regional Qualifiers
(Girls Team District Champions)

VOLLEYBALL:
BNHS: Regional Quarterfinalist
NHS: Bi-District Champion

WRESTLING:
BNHS: 5 State Qualifiers
EHS: 1 Girls Individual State Champion,
5 State Qualifiers
(Girls and Boys Team District Champions)
NHS: 3 State Medalists, 6 State Qualifiers



Eaton High School senior Neelie Parker won a UIL State Championship as she came away with the gold medal at the state wrestling tournament in the 6A girls 132-pound weight class.

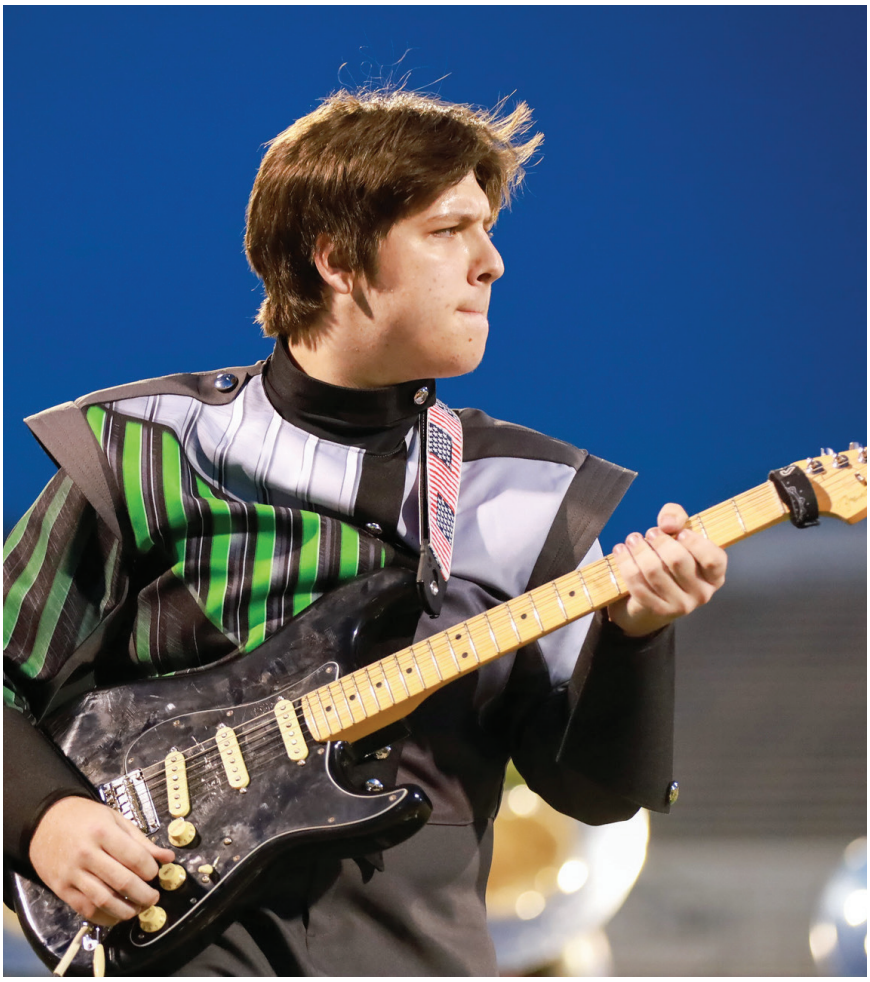
Northwest High School freshman Cooper Lutkenhaus in 2023-2024 earned a UIL State Championship when he won the 5A 800-meter run at the state track & field championships. He won the race in a time of 1:49.84, setting a national class record as the fastest time by a high school freshman in U.S. history.

AWARD-WINNING
FINE ARTS PROGRAMS

The Class of 2024 was offered more than $5.5 million in college fine arts scholarships.



The vision of the Northwest ISD fine arts program is to be the premier school district in the state of Texas for the visual and performing arts. The comprehensive fine arts program includes studies in the areas of art, band, cheerleading, choir, color/winter guard, dance, debate, elementary music, music theory, jazz band, orchestra, speech and theatre.



166 teachers serve more than 28,000 students who receive instruction in the fine arts each week.



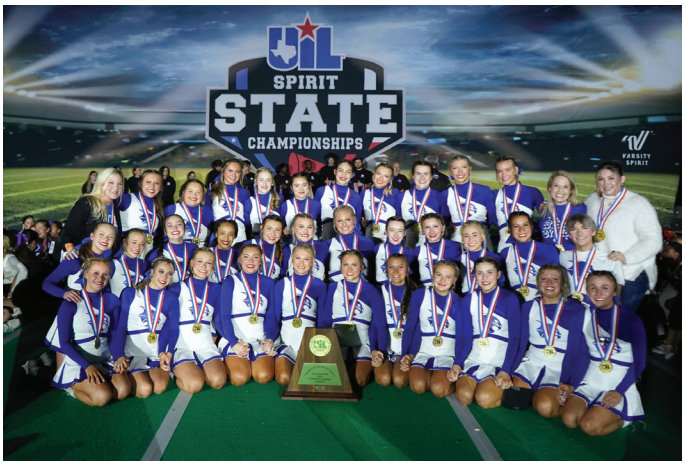


Some of the year's HIGHLIGHTS

- Northwest ISD was named a Texas Art Educators Association District of Distinction
- Students from all seven Northwest ISD middle schools were involved in the annual Middle School Musical performance, Little Mermaid, Jr.
- District fine arts programs received more than **$600,000** in grants in a ten-year span
- More than **350 students** were selected to band, choir or orchestra all-region process
- Fourteen art students advanced to TAEA State VASE event, with one earning a Gold Seal Award
- Thirteen students were selected to the TMEA All-State music ensembles
- All high school fine arts programs performed school-wide Broadway musicals
- The **Dazzlers**, **Sapphires** and **Sidekicks** dance teams each performed in a state or national competition, earning top marks, including two Grand Championships
- **Northwest High School** JV Drill Team won Grand Champions at Showtime International
- **Byron Nelson**, **Eaton** and **Northwest** bands earned Division 1 ratings from all judges at UIL Region 2 Marching Band Contest
- The district Middle School One-Act Play Festival featured performances from every middle school theatre program
- Five fine arts groups (choir, band, and orchestra) were National Winners or Commended Winners in The Foundation for Music Education's Mark of Excellence contests
- Northwest ISD Middle School Dance Team performed a district-wide showcase
- All 10 Northwest ISD middle and high school bands combined to perform at the annual Northwest ISD Band Showcase at NISD Stadium
- Students and squads from across the district also came together for the NISD Cheer Showcase, NISD Dance Showcase, as well as NISD band and orchestra concerts
- Multiple musical theatre programs and students were nominated at the Broadway Dallas and Betty Lynn Buckley Awards. **Byron Nelson High School** took home three Betty Lynn Buckley Awards: Excellence in a Musical, Excellence in Scenic Design, and Excellence in a Supporting Role: Musical
- **Steele Early College High School** advanced to the district round of UIL One-Act Play contest for the first time in school history
- Permanent Flux, a student rock band at **Steele Early College High School**, performed at numerous school events
- Voices of NISD fourth, fifth, and sixth grade Honor Choir performed



Eaton High School (above) and Byron Nelson High School (below) competition cheer teams won the UIL Spirit State Championships in 6A Division I and Division II, respectively.





THE POWER OF TECHNOLOGY

At Northwest ISD, our commitment to student success drives every technological advancement. As a 1:1 district, we ensure that every student has their own device, laying the foundation for personalized, innovative learning experiences that have shaped our classrooms for over a decade.

Digital citizenship experiences are the cornerstone of preparing our students to navigate and succeed in the ever-evolving digital world, equipping them with the skills to act safely and responsibly online. Since 2016, we've been certified by Common Sense Media, a reflection of our commitment to teaching students how to navigate the digital landscape. A highlight of our approach is the strong partnership we've built with families through our Family Connections Hub, which provides transparency into the age-specific lessons students experience. Empowering students to be responsible digital citizens requires a unified effort, and we are committed to working closely with families to reinforce the importance of safety and integrity in the digital space.

We believe that quality teaching starts with quality tools. That's why we're committed to ensuring our teachers have the devices they need to create dynamic, student-centered classrooms. Each teacher is equipped with a laptop, providing them with the flexibility to integrate a wide range of educational apps and interactive technology, enhancing student engagement. In addition to laptops, teachers also receive iPads, allowing them to move freely around the classroom, placing them right in the middle of the learning experience, where they can guide and interact with students more effectively.

Protecting student data is a top priority at NISD. We take data privacy serious and have stringent measures in place to safeguard sensitive information. Cybersecurity is also paramount, and we are proud to be working towards the Trusted Learning Environment Seal from CoSN, the premier professional association for school system technology leaders. This certification underscores our commitment to protecting the digital assets of our students and staff.

Technology isn't confined to the virtual realm alone. Our district also integrates technology with physical security to provide a safe learning environment. Ongoing technology safety projects include one-touch lockdown systems, silent panic alert buttons in all classrooms, door sounders and equipping the safety call center with state-of-the-art tools to protect our students.

STUDENT DEVICES

35,000
1:1 CHROMEBOOKS

1,200
CTE DESKTOP COMPUTERS



1,300
CTE LAPTOPS

STAFF DEVICES



2,800
LAPTOPS



2,100
TEACHER iPADS



1,800
CLASSROOM DISPLAYS

INFO STORAGE

325
VIRTUAL SERVERS



1.15
PETABYTES ON-SITE STORAGE



20,000
OPERATIONS PER SECOND

BUILDING TECH



3,500
PHONES



3,400
SECURITY CAMERAS



3,400
WIFI ACCESS POINTS



BUILDING NEW SCHOOLS to address student enrollment growth

To best manage the district's rapid student enrollment growth, Northwest ISD builds new schools and facilities every year. Currently, several projects are underway thanks to voter approval of recent bond packages.

In 2024, Northwest ISD opened Perrin Elementary School, and two more elementary schools will open in 2025: replacement buildings for Justin and Prairie View elementary schools. Additionally, crews continue to plan the district's eighth middle school, which will be located near Pecan Square in Northlake, as well as four early childhood centers.

"It's very exciting — these are innovative buildings," said Sarah Stewart, interim chief of facilities for Northwest ISD. "We're providing incredible opportunities for our students. It's amazing what they can achieve when equipped with the right tools and environment."

Both replacement elementary schools will increase the capacity from the previous buildings, to the current district standard of 850 students compared to the older model of 650 students. The new middle school, spanning over 227,000 square feet, will serve the district-standard 1,200 students. When the school opens in 2026, it will mark the latest project from the 2023 bond proposal, which encompasses 12 schools and additional facilities and projects.

While the district's four early childhood centers will not open at once, the first school from this series of projects will open in 2026. Its design features four pods with classrooms and museum-like spaces, to provide interactive learning environments for young students.

"We have excellent teams working on all the projects," Mrs. Stewart noted. "While it's a significant undertaking, our planning and construction teams, along with strong relationships with our architects and contractors, are truly remarkable."

Though most projects in Northwest ISD's bond proposals are new buildings, two schools are in the process of receiving expansions. Northwest High School is undergoing renovations to its entire campus, including expanding the gymnasium, cafeteria and kitchen. Renovations will also add seating in the auditorium and replace the greenhouse, among other improvements funded. Nance Elementary School is also expanding to add more classrooms and increase the cafeteria and gymnasium capacity, raising student capacity from 650 to 850.

As many construction projects near their completion, Northwest ISD continues planning for its next projects. Facilities teams remain in the planning phase for the district's fourth high school, located near I-35W and S.H. 170 on North Riverside Road in Fort Worth, and its 24th elementary school, located in the Madero community in the Haslet area.

23 ELEMENTARY SCHOOLS

7 MIDDLE SCHOOLS

COMPREHENSIVE **3** HIGH SCHOOLS

1 EARLY COLLEGE HIGH SCHOOL







FASTEST GROWING IN NORTH TEXAS

NISD student enrollment projections on track

Student enrollment at Northwest ISD exceeded 32,000 in the first month of the 2024-2025 school year, solidifying its status as one of the fastest-growing districts in North Texas.

For over a decade, the district has maintained an average increase of more than 1,200 new students each year. According to Zonda Demographics, the district's demographer, enrollment is expected to grow by an additional 1,300 to 1,600 students across all grade levels over the next ten years.

"You really do have very healthy sustained growth across multiple zones," said Bob Templeton, Zonda demographer. "There's really only a handful of districts across the state that are in this same category. You really are in your own category of fast growth."

At an August 2024 school board meeting, Templeton indicated the number of houses being built remained strong within district boundaries, with annual construction of new homes ranking first in North Texas.

Mr. Templeton noted thousands of new homes being built within subdivisions throughout district boundaries and highlighted several multifamily developments were underway.

"For the last year and a half to two years, you've been in the number one spot," Mr. Templeton said. "Prosper jumped up there. … By next quarter, I suspect you'll be back in the number one spot. The reality is we're still adding significant numbers of housing at an incredible rate."

As the district continues to see increasing growth, it works with a community-led committee to determine how to best meet the needs of students entering the district. Community feedback remains vital to Northwest ISD's operations, and families can expect consistent communication about growth-related projects.





HOME TO THE BEST EDUCATION **STAFF** IN THE STATE

Northwest ISD proudly employs more than 3,500 of the best teachers and staff members in the state. Many of these individuals have earned regional, state and national recognition for their abilities and hard work.

Each year, the top educator at each campus is recognized through the district's Inspire Celebration, which also recognizes retirees and individuals celebrating major work anniversaries at Northwest ISD. Additionally, the district annually names an Elementary Teacher of the Year and Secondary Teacher of the Year. For the 2023-2024 school year, Schluter Elementary School's Monique Lawson earned Elementary Teacher of the Year, while Medlin Middle School's Leann Shelley earned Secondary Teacher of the Year.

As the fastest-growing school district in North Texas, we always seek out top-tier professionals to join our team to help prepare students for the future. We also know the people most passionate about helping local children are those who already live in the area. Through our Grow Our Home program, Northwest ISD seeks to recruit local talent to serve as teachers or other professionals.

The Grow Our Home program works with several groups who want to earn their teaching certification, including existing district guest educators and paraprofessionals as well as local community members. Additionally, the program works with high school students in our education pathway to potentially recruit them to return to their home district after they graduate college and earn their teaching certification.

For more information about Grow Our Home, visit www.nisdtx.org/hr.

COMPENSATION PLAN increases pay, veteran teacher adjustments

Northwest ISD Board of Trustees approved a 2024-2025 compensation plan designed to recruit and retain top talent, despite a state-wide school funding crisis.

In April 2024, trustees approved a compensation plan that included a minimum 2% midpoint raise as well as additional compensation improvements. The compensation plan took feedback from staff listening sessions – at the time, conducted at all 34 district schools – to better value veteran teachers and improve pay transparency.

THE PLAN INCLUDED:

Teacher and staff raises: All staff received a 2% midpoint raise, with some teachers at higher years receiving more for equity adjustments.

Veteran teacher pay scale adjustments: Many veteran teachers saw salary adjustments to increase overall compensation for total years of service.

Teacher pay scale transparency: By moving all teachers — those new to NISD as well as those already working for the district — to the same salary levels, every teacher with the same years of service will continue to receive the same base salary. This change, which does not include stipends, improved overall pay transparency.

Longevity stipend: As part of teacher pay scale transparency, veteran staff who have worked for NISD for more than five years received a longevity stipend.

To meet growth needs and provide these compensation improvements, NISD adopted a deficit budget exceeding $15 million for the 2024-2025 school year. This represents a significant hurdle for future years if state leaders do not address the Texas school funding crisis.









KEEPING OUR NISD COMMUNITY
SAFE & SECURE

While educating students remains our core focus in Northwest ISD, safety and security remains the first priority, because for students to learn, they must first exist in a safe environment.

Our district believes safety and security requires a combination of personnel, hardware and technology to actively address emergency mitigation/prevention, preparedness, response and recovery procedures relevant to natural and human-caused disasters. Additionally, our district maintains close partnerships with local law enforcement agencies for added support.

HIGHLIGHTS OF NISD'S SAFETY AND SECURITY PLAN INCLUDE:

Safety Coordinators: In addition to the district's executive director and director of safety and security, each comprehensive high school feeder pattern is supported by a safety and security coordinator. This individual provides guidance to campuses for safety and security initiatives, responds to emergencies and leads training initiatives.

Armed Security Guards: Each Northwest ISD elementary school is served by an armed security guard who monitors entrances to the building. Armed security guards are exclusively on school grounds for protection, including monitoring external entries. These guards will also work with the school to maintain a positive and welcoming environment.

School Resource Officers: Each Northwest ISD comprehensive high school has two SROs, while Steele Early College High School and middle schools each have one SRO. These SROs also assist elementary campuses, and they are contracted through partnerships with local police departments to provide strong support.

Secure Entries: All Northwest ISD schools feature secure entries, meaning multiple locked points of entry exist before visitors can reach students. First, a visitor must buzz into the front office to receive entry, then they must sign in at the front desk to be approved to enter the main area of the building. Additionally, NISD recently added impact-resistant glass at entry points and additional fencing at many facilities.

Interior Locks: Classrooms in every school feature interior locks to allow teachers to keep unwanted visitors outside of the classroom. Only campus and district staff and law enforcement have keys to rooms.

Enhanced Security Cameras: Northwest ISD operates a replacement lifecycle for cameras, meaning they are replaced on intervals to provide high-quality imaging that can assist law enforcement when needed.

Silent Panic Alert Technology: All Northwest ISD classrooms are equipped with Silent Panic Alert Technology. This system allows teachers to discreetly alert authorities, as well as the NISD Security Call Center, if necessary.

Security Call Center: Several security team members staff a district call center that can monitor all outgoing 911 calls and silent panic alerts originating from Northwest ISD schools. This information is relayed to district and school leaders, SROs, and any additional individuals as needed. The same team keeps these groups aware of events through a messaging system with real-time updates to emergency situations.

SMART Tags: Each student who rides an NISD bus is provided with a SMART Tag that tracks their ridership on the bus. Students scan the tag when they enter and exit the bus, and the system ensures he or she is riding the appropriate bus. This technology also provides parents with knowledge of where their student and his or her bus are located in real time.

First Responder Access: Northwest ISD partners with area law enforcement agencies to ensure first responders have digital key access to appropriate buildings. Additionally, our district has secure boxes where first responders who lack keys can gain entry to the building.

Mapping Buildings: Our district has created comprehensive maps of our buildings, which have been shared with all 911 centers and local first responders. This ensures that law enforcement and firefighters have precise information about the facility layouts, allowing them to respond quickly and accurately in an emergency.



WHAT'S NEXT?

Northwest ISD includes safety and security initiatives in bond packages and replaces outdated hardware and technology when necessary. Our community can expect cameras to be replaced on regular lifecycles, as well as security enhancements on existing buildings.

Currently, the district is in the process of implementing a distributed antenna system in all facilities. This is a network of antennas that distribute radio frequency signals, allowing first responders to have more reliable communications within all Northwest ISD facilities.

Northwest ISD's technology and facility teams are also working on a long-term project to implement a connected alert system for emergencies. This system will integrate TVs, digital signage, lights and more, all coordinated through a single dashboard, allowing staff to quickly assess situations and efficiently disseminate emergency protocols across the district.





Above: *In the summer of 2024, just days before the old Gene Pike Middle School campus was to be demolished, Northwest ISD invited local first responding agencies to train in the building. The training included live instruction for breaching, active shooter training, search and rescue operations and other activities that could only be completed in a building no longer in use by the public.*



FINANCIAL TRANSPARENCY, REPORTING KEY TO GOOD RESULTS

Northwest ISD's financial services team strongly believes transparency and clear, accurate reporting are key to good results. This belief is evident from the fact that the district has been recognized nationally for two decades in these areas.

Thanks to the financial services team's efforts, Northwest ISD has earned financial reporting awards from the Association of School Business Officials and the Government Financial Officers Association for the past 22 years. Additionally, ASBO has awarded Northwest ISD with the Meritorious Budget Award for the past 23 years for its outstanding budget presentations.

Providing taxpayers with information in user-friendly formats that are easy to find remains a top priority, as we believe our public deserves knowledge of how we work efficiently and in its best interests. Financial records are available for public viewing on the financial services website.



YOUR EDUCATION $1.00



FUNDING COMES FROM:

Local Sources $281.7M	88%
State Sources $36.7M	11%
Federal Sources $2.7M	1%

FUNDING GOES TO:

Teachers/Aides/Supplies	63¢
Facilities/Maint./Security	12¢
Campus Administration	6¢
Guidance & Counseling	4¢
Transportation	4¢
Co-/Extra-Curricular	3¢
District-Level Support Staff	3¢
Technology	2¢
Instructional Leadership	1¢
Health Services	1¢
Other	1¢
Total	**$1.00**

FOLLOW US, LIKE US, ♥ US

Keeping families informed through their preferred means of COMMUNICATION

Northwest ISD families deserve to be well-informed about what happens in our schools. Our district believes in transparency and proactive communication to ensure families are aware of important events and updates that impact their children.

Families can look forward to regular updates through Northwest News, our twice-monthly email newsletter that provides district-wide updates, and Board Notes, which summarizes key board meeting activities that affect families. Additionally, standalone updates are sent as needed through ParentSquare to address timely topics and keep families engaged.

District communications were highly rated, with over 84% of respondents expressing satisfaction and only 5% indicating dissatisfaction, according to the 2023 NISD Family Survey.

Our communication efforts reach more than 35,000 individuals through various channels, including social media, which connects with tens of thousands more. We encourage families and community members to reach out through their preferred platform with any questions or concerns.

Streamlining family updates with ParentSquare



In Northwest ISD, ParentSquare is used by the district, schools and teachers to keep parents informed. The two-way communication platform allows families to choose their preferred method of contact, including email, text, phone call, or smartphone app.

By default, families typically receive a daily digest of messages via email and text at 6 p.m., reducing the number of individual messages they receive. They can customize their settings to receive notifications in specific formats — such as email only or text only — and can opt for instant notifications to see posts as soon as they are published. Additionally, families can organize posts by student, school and other criteria for easier access.

At the beginning of the school year, all families receive registration emails, but registration can also be completed through any ParentSquare message link. This allows families to create an account linked to their district registration information.

MEETING STUDENT NEEDS
THROUGH COMMUNITY PARTNERSHIPS

Northwest ISD fosters collaboration with businesses, organizations and the community to enhance educational experiences across its 35 campuses and various grade levels.

These partnerships create numerous opportunities for support, benefiting both students and staff. During the 2023-2024 school year, the district raised around $400,000, directly funding student initiatives and improving learning environments.

One of the highlights is Northwest ISD's annual Angel Tree program, which last year fulfilled wishes for nearly 1,600 children. This charitable effort relies on anonymous donations and community support, making it one of the largest programs of its kind in the region. More than 150 volunteers and 900 individual donors ensured that every child received gifts.

Additionally, the annual Back-to-School Fair equipped over 1,500 students with school supplies, backpacks and essential services, including dental, athletic physicals, haircuts, hearing and vision screenings. More than 50 community nonprofits and businesses contributed valuable resources to assist families.





NORTHWEST READS
Fostering literacy through a shared passion for reading



Every year, Northwest ISD welcomes community members into classrooms for Northwest Reads, celebrating the joy of reading.

Each elementary classroom hosts at least one volunteer who shares their love of literature and highlights the significance of literacy in their lives. In 2023-2024, more than 1,400 volunteers participated, including high school students, parents, grandparents and local partners.

Northwest Reads strengthens community bonds while emphasizing the importance of reading for individuals of all ages, backgrounds and professions.



EECU partnership helps outstanding educators shine, supports students

The Educational Employees Credit Union is a vital partner in education for Northwest ISD, playing a key role in recognizing outstanding employees and supporting the district in various ways.

EECU participates in back-to-school events, teacher appreciation week and serves as an advertising partner for the district. They also sponsor the Going the Extra Mile and the Students Honoring Inspiring Northwest Educators awards.

"Founded by educators for educators 90 years ago, EECU remains committed to education, even as we have evolved into a community-based credit union," said Elizabeth Carmody, director of schools and community relations. "Our partnership with Northwest ISD has grown significantly as we continue to expand our community involvement."

In the 2024-2025 school year, EECU partnered with the district to honor impactful educators through the SHINE Awards. This new initiative allows students to nominate and celebrate educators.

The first two recipients were surprised at the district-wide back-to-school convocation. EECU provided monetary gifts and T-shirts for the winners.

"Northwest ISD is special to us for many reasons," Ms. Carmody shared. "We are thrilled to grow our partnership through the SHINE Awards. It's fulfilling to address the need for increased recognition of dedicated staff. Being part of the convocation, which highlights putting kids first, and surprising the community with the first SHINE Award winners was truly special."

EECU also sponsors the GEM Award, presented each semester to an employee who goes above and beyond in their role. They support honorees with monetary gifts.

"We're grateful for the diverse ways we can partner with Northwest ISD," Ms. Carmody said.

Through this partnership, EECU and Northwest ISD have found innovative ways to celebrate educators and employees. The Northwest ISD Partners in Education program aims to engage businesses, organizations and the community in supporting the district.

If you're interested in partnering with NISD, visit www.nisdtx.org/pie.

VOLUNTEERING touches the hearts of students, staff and volunteers alike

At Northwest ISD, we deeply appreciate our volunteers, whose efforts help create a vibrant school community.

With the support of parents, grandparents, caregivers, business partners and others, our district in 2023-2024 logged over 140,000 hours by 17,147 volunteers. Opportunities ranged from Watch D.O.G.S. (Dads of Great Students) to classroom support to PTA involvement. Additionally, volunteers engaged in district-wide events such as the Back-to-School Fair, Angel Tree, Northwest Reads, and through the Northwest ISD Education Foundation.



"I wanted to understand the environment that would shape my daughter's education," said Jim Highsmith, who has volunteered in the district for 16 years. "Thankfully, our school had a Watch D.O.G. program, and I loved it. As I connected with school staff, I was invited to assist with various projects."

Mr. Highsmith later joined the PTA board, which opened doors to even more opportunities, including Angel Tree and the mobile pantry.

"Working with these programs has been an absolute pleasure," he shared. "Seeing the happiness or relief on someone's face after I've helped — that's everything to me. It keeps me coming back."



For Terri Trainer, a long-time volunteer at Beck Elementary, Medlin Middle School and various NISD events, volunteering has a deep significance.

"People often ask why I dedicate so much time to volunteering, and my answer is simple: I'm in awe of what teachers and administrators do," she said. "I couldn't teach, but I can support those who do, which helps them better support my child. Volunteering has also helped me build friendships and stay connected with what's happening at school."

Ms. Trainer said one memorable moment she will never forget was during a welcome back breakfast at her child's school.

A new staff member asked if she had set up the entire breakfast, and when Ms. Trainer replied that she was the coordinator, the teacher's eyes filled with tears.

"She told me she had never been welcomed so warmly in over 20 years of teaching," Ms. Trainer recalled. "I was surprised that something as simple as a breakfast could evoke such a heartfelt reaction. That's why I love supporting our teachers — they truly appreciate it!"

Ms. Trainer encourages anyone considering volunteering to "do yourself and your child a favor — get involved! There's plenty to do! Start small by saying yes to a single request. Get to know the people at your school and ask how you can help."

Visit www.nisdtx.org/volunteer101 for more information about volunteering at Northwest ISD.

NORTHWEST ISD EDUCATION FOUNDATION

Empowering Educators
Engaging the Community
Encouraging Future-Ready Students

The Northwest ISD Education Foundation (NEF) provides financial support to enhance education in Northwest Independent School District. NEF prides itself on funding programs that make a meaningful difference in the lives of students and teachers.

Teaching Grants:
Empowering NISD educators to take a more creative approach to education to positively impact students.

Student Scholarships:
Encouraging NISD seniors to continue their path to success, even after they leave the district.

District Initiatives:
Supporting immediate needs of students and teachers through programs like the free resource store and library, in addition to celebrating the exemplary efforts of hard-working teachers.





For more information about the foundation, visit www.nisdtx.org/nef.

NEFFIE DELIVERS
free classroom supplies to teachers

Every year, teachers across the United States spend their own money on classroom supplies, often due to strict regulations that limit school district funding for these supplies. To address this issue, the Northwest ISD Education Foundation launched a resource store to provide free supplies to educators — and now it's bringing the store directly to the schools.

In the 2024-2025 school year, the foundation introduced a mobile resource store named "Neffie," which travels to schools throughout Northwest ISD. This mobile store features a selection of essential items for teachers, saving them the time and effort of visiting a physical location.

In the 2023-2024 school year alone, the Northwest ISD Education Foundation supplied local educators with over $500,000 worth of free classroom materials. Teachers can browse and check out items, allowing the foundation to track popular supplies and meet their needs effectively.

Before launching Neffie, the NEF team dedicated months to enhancing the resource store's accessibility, implementing an online order form and collaborating with the district's mail service to deliver supplies directly to teachers' schools.

















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