NORTHWEST ISD

Early Literacy, Early Math & CCMR 5-Year Goals

October 26, 2026

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.

Strategic Goal 1

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

NISD PRIORITIES:

Literacy
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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
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Strategic Goal 1

Early Literacy | District 5 Year Outcome Goal

District Early Literacy Outcome Goal					
The total percentage of NISD third graders who perform at the “Meets” Level on the state Reading Assessment will increase **3+%** points each year to reach **72%** 2031.					
District Target Goals					
2026	**2027**	**2028**	**2029**	**2030**	**2031**
Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual
–| **56%**	59% |	62% |	65% |	69% |	72% |

Early Literacy| Closing the Gaps

Closing the Gaps Yearly Targets for Early Literacy (Grade 3)											
	African American	Hispanic	White	Am. Indian	Asian	Pacific Islander	2+ Races	SPED	Eco. Dis.	EB (Current)	Cont. Enrolled
Year	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual
2026	– | 41	39 | 44	– | 63	– | 62	– | 73	– | 67	– | 58	– | 19	– | 35	– | 43	– | 59
2027	45 |	49 |	66 |	53 |	78 |	68 |	63 |	29 |	41 |	48 |	62 |
2028	50 I	54 |	69 |	58 |	80 |	69 |	66 |	39 |	48 |	53 |	65 |
2029	56 I	60 |	73 |	63 |	82 |	70 |	70 |	49 |	54 |	59 |	68 |
2030	61 I	65 |	76 |	67 |	85 |	71 |	74 |	59 |	61 |	64 |	71 |
2031	67 I	70 |	80 |	72 |	87 |	73 |	78 |	69 |	68 |	69 |	74 |

The Closing the Gaps targets are established through the federal accountability requirements outlined in Texas's ESSA State Plan.

Early Math | District 5 Year Outcome Goal

District Early Math Outcome Goal					
The total percentage of NISD third graders who perform at the “Meets” Level on the state Math Assessment will increase **5%** points each year to reach **81%** 2031.					
District Target Goals					
2026	**2027**	**2028**	**2029**	**2030**	**2031**
Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual
–| **46%**	51% |	56% |	61% |	66% |	71% |

Early Math | Closing the Gaps

Closing the Gaps Yearly Targets for Early Math (Grade 3)											
	African American	Hispanic	White	Am. Indian	Asian	Pacific Islander	2+ Races	SPED	Eco. Dis.	EB (Current)	Cont. Enrolled
Year	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual
2026	– | 30	– | 37	– | 50	– | 54	82 | 73	– | 50	– | 48	– | 18	– | 28	– | 43	– | 50
2027	44 |	44 |	56 |	58 |	77 |	55 |	54 |	28 |	36 |	49 |	56 |
2028	50 I	51 |	62 |	62 |	80 |	60 |	60 |	37 |	45 |	55 |	62 |
2029	56 I	58 |	68 |	66 |	83 |	65 |	66 |	47 |	53 |	61 |	68 |
2030	72 I	65 |	73 |	70 |	87 |	70 |	72 |	56 |	62 |	67 |	74 |
2031	67 I	72 |	80 |	74 |	91 |	76 |	78 |	65 |	70 |	73 |	80 |

The Closing the Gaps targets are established through the federal accountability requirements outlined in Texas's ESSA State Plan.

CCMR | State Requirements

House Bill 3

Districts must adopt a five-year CCMR outcome goal with annual targets and establish annual goals for student groups identified in the Closing the Gaps accountability domain. The law also requires the board to review and approve the plan annually in a public meeting.

House Bill 120 Expansion

House Bill 120 expanded CCMR planning to provide more detail and transparency. Districts must set an annual goal for each individual CCMR indicator. Districts must also set an aggregate annual goal for students earning any postsecondary credential in high school along with annual goals for graduate outcomes.

Key Components for Board Approval

This plan includes:

- A five-year CCMR outcome goal with annual targets by student group.
- Annual goals for each Closing the Gaps student group.
- Annual goals for each CCMR indicator.
- Annual goals for postsecondary outcomes.
- Oversight responsibilities, annual progress reporting, and public posting requirements.

CCMR | Current Achievement

College, Career, and Military Readiness District Total Total percent of graduates that meet the criteria for CCMR.						
	2021 2020 graduates	2022 2021 graduates	2023 2022 graduates	2024 2023 graduates	2025 2024 graduates	**2026** 2025 graduates
Goal	80%	81%	90%	90%	90%	**90%**
Actual	75%	74%	74%	74%	76%	**80%**

CCMR | District 5 Year Outcome Goal

District CCMR Outcome Goal						
The total percentage of NISD graduates who meet the criteria for CCMR will increase from **80%** to **90%** by August 2031.						
District Target Goals						
2025 2024 Graduates	**2026** 2025 Graduates	**2027** 2026 Graduates	**2028** 2027 Graduates	**2029** 2028 Graduates	**2030** 2029 Graduates	**2031*** 2030 Graduates
Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual
90% | **76%**	90% | **80%**	90% |	90% |	90% |	90% |	90% |

*Indicates upcoming changes to accountability ratings using differentiated weighting.

CCMR | Closing the Gaps

Closing the Gaps Yearly Targets											
	African American	Hispanic	White	Am. Indian	Asian	Pacific Islander	2+ Races	SPED	Eco. Dis.	EB (Current)	Cont. Enrolled
Year	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual	Goal | Actual
2026	65 | **65**	70 | **75**	79 | **84**	68 | **80**	61 | **86**	61 | **80**	73 | **69**	74 | **74**	66 | **69**	61 | **59**	76 | **83**
2027	65 |	73 |	82 |	72 |	65 |	65 |	77 |	78 |	70 |	65 |	80 |
2028	68 I	77 |	85 |	76 |	70 |	70 |	81 |	82 |	74 |	70 |	83 |
2029	75 I	81 |	88 |	80 |	73 |	73 |	85 |	86 |	78 |	73 |	87 |
2030	76 I	85 |	92 |	84 |	76 |	76 |	89 |	90 |	82 |	77 |	91 |
2031	77 I	90 |	95 |	88 |	95 |	81 |	93 |	94 |	86 |	81 |	95 |

The Closing the Gaps targets are established through the federal accountability requirements outlined in Texas's ESSA State Plan. TEA applies these targets to the CCMR Performance Status component of Domain 3 to measure progress toward postsecondary readiness and college, career, and military readiness outcomes.

NISD

CCMR | College Indicator Goals

College Ready					
CCMR Indicator: TSI-Met					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
48% | 48%	52% |	55% |	58% |	61% |	63% |
CCMR Indicator: AP					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
35% | 36%	36% |	37% |	38% |	39% |	40% |
CCMR Indicator: Dual Credit					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
35% | 39%	37% |	39% |	40% |	41% |	42% |

CCMR | College Indicator Goals

College Ready					
CCMR Indicator: OnRamps					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
35 | 35%	36% |	37% |	38% |	39% |	40% |
CCMR Indicator: Associate's Degrees					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
2% | 2%	2% |	2% |	3% |	3% |	3% |
CCMR Indicator: Special Ed with Advanced Diploma Plan					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
5% | 6%	6% |	6% |	7% |	7% |	8% |

CCMR | Career Indicator Goals

Career Ready					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
48% | 48%	51% |	52% |	53% |	54% |	55% |
CCMR Indicator: IBC					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
46% | 46%	47% |	48% |	49% |	50% |	51% |
CCMR Indicator: Level I/II Certificates					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
1% | 0%	1% |	1% |	1% |	1% |	1% |
CCMR Indicator: IEP w/ Workforce Readiness					
2026 Goal | Actual	**2027 Goal | Actual**	**2028 Goal | Actual**	**2029 Goal | Actual**	**2030 Goal | Actual**	**2031 Goal | Actual**
3% | 3%	3% |	3% |	3% |	3% |	3% |

CCMR | Military Indicator Goals

Military Ready					
2026 Goal | Actual	2027 Goal | Actual	2028 Goal | Actual	2029 Goal | Actual	2030 Goal | Actual	2031 Goal | Actual
3% | 3%	3% |	3% |	4% |	4% |	5% |

CCMR | Postsecondary Outcomes

Postsecondary IBC Credential	
Class of	IBC Credential earned
2019	17.4%
2020	21.7%
2021	33.4%
2022	39.8%
2023	**43.1%**

Annual Goal: The percentage of graduates who complete one or more postsecondary credentials (IBC, Level I/II certificate) will increase from **43% to 50%**.

CCMR | Postsecondary Outcomes

Postsecondary - Graduate Outcomes					
Class of	Year 1 College Enrollment	Year 2 Persistence	Graduated with 2 Year Degree	Graduated with 4 Year Degree	Year 6 4-Year Degree
2017	71.40%	61.00%	10.30%	36.60%	3.80%
2018	67.90%	58.00%	8.60%	33.90%	4.70%
2019	66.80%	56.50%	89.00%	32.00%	
2020	64.50%	54.50%	**7.60%**	20.50%	
2021	67.60%	58.30%	6.20%	4.20%	
2022	65.50%	**57.0%**	3.30%	1.10%	
2023	**65.4%**		0.90%		

Annual Goal Statements for Graduate Outcomes
Postsecondary Enrollment: from **65.4%** to **67.4%** within one year of graduation.
Persistence (Year 1 to Year 2 Enrollment): from **57%** to **59%** within three years of graduation.
Postsecondary Completion: from **7.6%** to **9%** within five years of graduation.

QUESTIONS?