

# **District Education Improvement Council (DEIC)**

August 22, 2019

District Education Improvement Council (DEIC)  
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- Welcome - Dr. Warren, Superintendent and Dr. Thornell, Deputy Superintendent
- Review 2018-19 District Needs Assessment- Dr. Thornell
- Present 2019- District Improvement Plan Performance Objectives

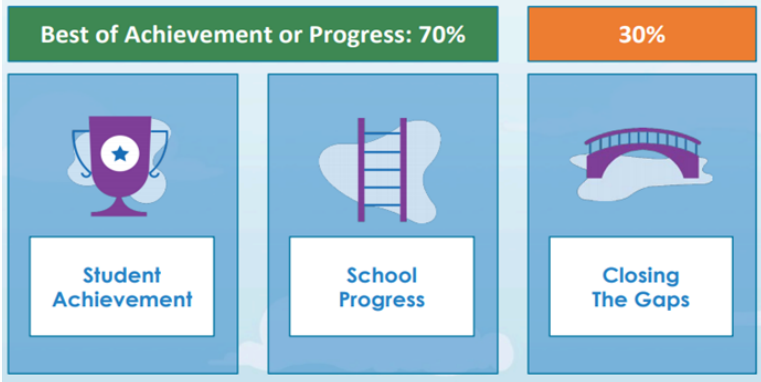
# A Year In Review...

# 2019 State Accountability Ratings

District earned the state's top rating: "A"

All campuses earned top rating: Met Standard; 12 individual campuses earned an "A" rating

10 campuses earned 24 distinctions!





# NEEDS ASSESSMENT

- ✓ Academic Challenges
- ✓ Operational Challenges
  - ✓ NISD Imperatives
- ✓ District Improvement Plan
- ✓ Department Action Plans

# Please take into Consideration:

## Activities to support well-rounded educational opportunities for students

- **May include, but are not limited to:**
  - STEM programs
  - Music and art programs
  - Foreign language offerings
  - The opportunity to earn credits from institutions of higher learning
  - Reimbursing low-income students to cover the costs of accelerated learning examination fees
  - Environmental education
  - Programs and activities that promote volunteerism and community involvement

## Activities to support safe and healthy students

- **May include, but are not limited to:**
  - School-based mental health services
  - Drug and violence prevention activities that are evidence-based
  - Integrating health and safety practices into school or athletic programs
  - Nutritional education and physical education activities
  - Bullying and harassment prevention
  - Activities that improve instructional practices for developing relationship-building skills
  - Prevention of teen and dating violence, stalking, domestic abuse, and sexual violence and harassment
  - Establishing or improving school dropout and reentry programs
  - Training school personnel in effective practices related to the above

# A Year in Review

Strengths

Opportunities



# Problem Statement #1

As the diverse needs of our students continue to grow, the performance of marginalized students has come into focus as we continue to explore our support systems and equity of the programs we offer. The student achievement gap between our highest and lowest performing student groups continues to increase. Our programs and instructional support systems must match the needs of all students. Some of these needs include identification of Special Needs and Second Language Learners, which can be measured through the PBMAS system. In addition, there are students at every grade level and demographic that need additional support for academic success.

# Problem Statement #2

NISD has high academic standards for all students. However, in order to adopt an every child, every day mantra, we must assure appropriate academic goals for every student as well. Currently there are students at every grade level and every campus that are not making a year's growth academically and/or not meeting their maximum academic potential. Identifying ways to expand the measurement of success will show a more vivid picture of the overall academic progress of all NISD students. Approximately 80-85% of NISD students at any grade level are reading on-level. In addition, the achievement gap between our lowest scoring campuses and our highest is significant. In the area of student groups, the achievement gap persists and remains an area to address.

# Problem Statement #3

NISD offers a diverse menu of opportunities, both curricular and co-curricular, to all students. Students of all ability levels and backgrounds need to be encouraged and supported to achieve their personal goals for CCMR and Life Readiness through appropriate programs, guidance counseling, instruction, and equal access to all resources. Through our strategic planning process, NISD stakeholders have expressed the need to support the social-emotional well-being of all students through identification, training, and support of key values.

# Problem Statement #4

Exceptional, highly effective staff members are essential to providing a successful learning environment. When effective staff experience negative stressors or leave our district it can have a negative impact on our students and schools.

# Problem Statement #5

Development and maintenance of Northwest ISD's financial systems are challenged by the district's fast growth, Texas' new school finance system, the impact of other legislative changes, as well as the release of a new business software update.

# Problem Statement #6

We have an obligation to our students, staff, and community to provide as safe of a learning environment as possible and to take proper preventative measures.

# 2019-2020 DISTRICT IMPROVEMENT PLAN

# STRATEGIC PLANNING FLOWCHART





# 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 SCHEDULE

Date	Description	Responsibility	Complete
May 7, 2019	DEIC Needs Assessment	DEIC	√
May 9, 2019	District Leadership Team Review and Assessment	DLT	√
July 22, 2019	Leadership Goal Setting Meeting	Executive Leadership Team	√
August 12, 2019	Superintendent's Performance Objectives Board Review and Adoption	Dr. Warren	√
August 22, 2019	DEIC Review	DEIC	√
August 26, 2019	2019-2020 DIP Board Review	Dr. Warren	
September 9, 2019	2019-2020 DIP Board Action	Dr. Warren	
September 11, 2019	Submission of CIPs and Department Action Plans	Staff	
September 23, 2019	2019 - 2020 CIPs Board Review	Dr. Warren / Dr. Thornell	
October 21, 2019	2019 - 2020 CIPs Board Action	Dr. Warren / Dr. Thornell	
November 4, 2019	DIP Formative Review	Executive Leadership Team	
January 21, 2020	DIP Formative Review	Executive Cabinet	
February 10, 2020	Strategic Framework Board Review	Dr. Warren	
February 24, 2020	Strategic Framework Board Action	Dr. Warren	
March 2, 2020	DIP Formative Review	Executive Leadership Team	
June TBD, 2020	DEIC Needs Assessment	DEIC	
June 1, 2020	2019-2020 DIP Summative Review	Executive Leadership Team	
June 22, 2020	2019-2020 DIP Summary Report to the Board	Dr. Warren	

# NISD Critical Challenges

- ✓ Focus on Literacy (PreK – 12)
- ✓ Learning and Performing at Mastery Level
  - ✓ College, Career, and Life Readiness
- ✓ Emphasis on Most Fragile Learners (PBMAS)
  - ✓ Student, Staff, and Stakeholder Safety
- ✓ Infusing Social Emotional Learning Standards (Officially) into the NISD Culture

# GOAL 1: Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

1. **PreK - 12 Grade Literacy:** NISD will place an increased emphasis on literacy across all grade levels and content areas to help ensure that at least 90% of students are reading on or above grade level.
2. **Academic Progress:** NISD will increase student performance for every child, every day.
3. **College, Career, and Life Readiness:** NISD will ensure that every student is achieving Exemplary CCMR status in order to attain their definition of personal success through personalized learning opportunities, equitable access free of institutional bias, appropriate support for their chosen pathways, and social-emotional skills.
4. **Meeting Students Needs:** NISD will identify and address the needs of students and student groups in order to provide a fair and equitable education to ALL students.

**PreK - 12 Grade Literacy:** NISD will place an increased emphasis on literacy across all grade levels and content areas to help ensure that at least 90% of students are reading on or above grade level.

- Pre K – EOY Kinder Readiness Assessment
- K-2 – % of Students Reading and Writing on Grade level
- 3-8 – STAAR Reading—Passing level
- 4 & 7th STAAR Writing—Passing level
- English EOC 1 & 2 – Passing level
- Advanced Placement Course Participation & Performance (AP and Dual Credit)

**Academic Progress:** NISD will increase student performance for every child, every day.

- NISD will increase the number of students achieving the Masters' level distinction on STAAR/EOC by 5%
- NISD will decrease the % of students who do not meet the passing standard on STAAR or EOC by 10%
- NISD will improve the 10% of students that achieve a year or more growth as measured by the academic growth measure on STAAR/EOC

**College, Career, and Life Readiness:** NISD will ensure that every student is achieving Exemplary CCMR status in order to attain their definition of personal success through personalized learning opportunities, equitable access free of institutional bias, appropriate support for their chosen pathways, and social-emotional skills.

- College Readiness Indicators
- Career Readiness Indicators
- Life Readiness Indicators



**Meeting Students Needs:** NISD will identify and address the needs of students and student groups in order to provide a fair and equitable education to ALL students.

- Attendance
- Equity in Programs
- Bilingual/English as a Second Language
- Special Education
- Economically Disadvantaged Students
- Credit Recovery
- Summer School
- 504 and RTI

GOAL 2: Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

- 1. Supporting Staff:** NISD will increase the retention of highly effective staff by supporting the engagement and personal wellbeing of employees.

GOAL 3: Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

- 1. Safety and Security:** NISD will continue efforts to provide safer learning environments for our students, staff, and community.
- 2. Continued Financial Accountability and Transparency:** NISD will provide continued financial accountability and transparency through a strategic budget analysis and long-term financial planning.
- 3. Planning:** Continued planning and proactive response to district-wide growth.

# DISTRICT IMPROVEMENT PLAN BREAKDOWN

	2018-2019	2019-2020
Strategic Goals	3	3
Performance Objectives	9	8
Strategies	35	36



Questions? Comments? Ideas? Concerns?

You can also email [rthornell@nisdtx.org](mailto:rthornell@nisdtx.org)