



*Four-Year Strategic Plan*

*Northwest ISD  
Fort Worth, Texas*

*2014 - 2018*

# *Strategic Planning*

**CORE BELIEFS** – the most basic truths about our organization, shared by all stakeholders and guiding all action

**VISION** - what the world would look like if our beliefs were fully realized...  
our preferred future

**MISSION** - describes our central purpose, our reason to exist  
as a learning organization

**OPERATIONAL GOALS** – statements that define the duties of the District within our  
five broad areas of work

**TARGETED OBJECTIVES** – specific targets within each operational goal which can  
be measured over time through a summative process based on the success of multiple  
strategies over the course of the four-year plan

**STRATEGIES** – strategic action items that fulfill the work of the targeted objectives and  
are measured both formatively and summatively

# **Core Beliefs**

## **We believe that:**

- Kids come first
- Continuous improvement is essential for future success
- The success of each student is the shared responsibility of students, families, schools, and communities
- Environment influences learning

# **Vision**

The best and most sought-after school district where every student is future ready:

- Ready for college
- Ready for the global workplace
- Ready for personal success

# **Mission**

Northwest ISD, in partnership with parents and community, will engage all students in a premier education preparing them to be successful, productive citizens.

# **Operational Goals**

## **Goal I**

Northwest ISD will design dynamic learning experiences to ensure that all students are future-ready learners.

## **Goal II**

Northwest ISD will recruit, develop, retain, and recognize an exceptional, highly motivated staff to optimize student engagement and learning.

## **Goal III**

Northwest ISD will communicate in a timely, open manner and engage parents and community members in positive partnership opportunities in our schools.

## **Goal IV**

Northwest ISD will provide premier facilities and support systems that enhance a positive learning environment and foster student and community pride.

## **Goal V**

Northwest ISD will invest resources to ensure that students, parents, and the community receive optimal educational services.

# Operational Goal I

**Northwest ISD will design dynamic learning experiences to ensure that all students are future-ready learners.**

|                               |   |
|-------------------------------|---|
| Goal I – Targeted Objective A | Design and implement curriculum that incorporates the learning requirements of future-ready students as identified by the NISD Profile of a Graduate. |
| Goal I – Targeted Objective B | Transform the learning environment through choice, relevance, and engagement.   |
| Goal I – Targeted Objective C | Advance collaboration, creativity, imagination, and innovation through differentiation and multi-dimensional learning.                                |
| Goal I – Targeted Objective D | Provide personalized anywhere/anytime learning through the integration of evolving digital resources.   |
| Goal I – Targeted Objective E | Facilitate healthy life choices to advance student health, productivity, and well-being.  |

# Operational Goal II

**Northwest ISD will recruit, develop, retain, and recognize an exceptional, highly motivated staff to optimize student engagement and learning.**

|                                |  |
|--------------------------------|--|
| Goal II – Targeted Objective A | Promote a climate and culture within Northwest ISD to ensure that actions align to the core beliefs and vision of the District.              |
| Goal II – Targeted Objective B | Recognize excellence by rewarding efforts that are successful reflections of the District's mission and goals.                               |
| Goal II– Targeted Objective C  | Develop a wellness program designed to improve employee health, productivity, and well-being.  |
| Goal II – Targeted Objective D | Reward continued service to the District and profession through a salary structure that is competitive and that serves as a recruiting tool. |
| Goal II – Targeted Objective E | Expand comprehensive professional learning systems that remain responsive to the needs of future-ready learners.                             |

# Operational Goal III

**Northwest ISD will communicate in a timely, open manner and engage parents and community members in positive partnership opportunities in our schools.**

|                                 |  |
|---------------------------------|--|
| Goal III – Targeted Objective A | Engage parents as partners to create a shared ownership of established and emerging cultures to enhance the learning of students.                    |
| Goal III – Targeted Objective B | Increase community connections and relationships that positively contribute to the academic and social success of students.                          |
| Goal III– Targeted Objective C  | Engage in open dialogue and information sharing between the District and the greater Northwest community.  |
| Goal III – Targeted Objective D | Brand Northwest ISD to promote an identity that is immediately recognizable and conveys connection and pride in the school district and its schools. |

# Operational Goal IV

**Northwest ISD will provide premier facilities and support systems that enhance a positive learning environment and foster student and community pride.**

|                                |   |
|--------------------------------|---|
| Goal IV – Targeted Objective A | Ensure safe, comfortable, and secure facilities by evaluating, making modifications, and incorporating the latest innovations in student safety, custodial services, transportation services, and student management. |
| Goal IV – Targeted Objective B | Provide clean, safe, efficient, and effective instructional environments through proactive maintenance and custodial services.  |
| Goal IV– Targeted Objective C  | Provide relevant technology resources to optimize District operations and student learning.   |
| Goal IV – Targeted Objective D | Conserve energy, reduce waste, and promote environmental stewardship among staff and students.  |
| Goal IV – Targeted Objective E | Meet fast-growth needs through a dynamic Long-Range Facility Plan that anticipates and prepares for enrollment gains.   |



# Operational Goal V

**Northwest ISD will invest resources to ensure that students, parents, and the community receive optimal educational services.**

|                               |   |
|-------------------------------|---|
| Goal V – Targeted Objective A | Ensure an instructionally-driven budget process aligned with the Strategic Plan.  |
| Goal V – Targeted Objective B | Provide relevant policy, regulatory, evaluation, finance, and student information systems ensuring organizational efficiencies. |
| Goal V– Targeted Objective C  | Deliver excellence in financial management.   |
| Goal V – Targeted Objective D | Investigate and secure funding and resources to augment the District Mission.   |