



2022-2023 Strategic Planning Summit Review

Board Overview
May 22, 2023

2018 - 2022 Strategic Plan

Core Beliefs

Kids come first.

Continuous learning is essential to prepare for college and career opportunities.

Each student's success is the shared responsibility of students, families, schools, and communities.

Learning is influenced by environment.



Vision

Northwest ISD empowers learners and leaders to positively impact the world.

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

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

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

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



Strategic Summit Committee

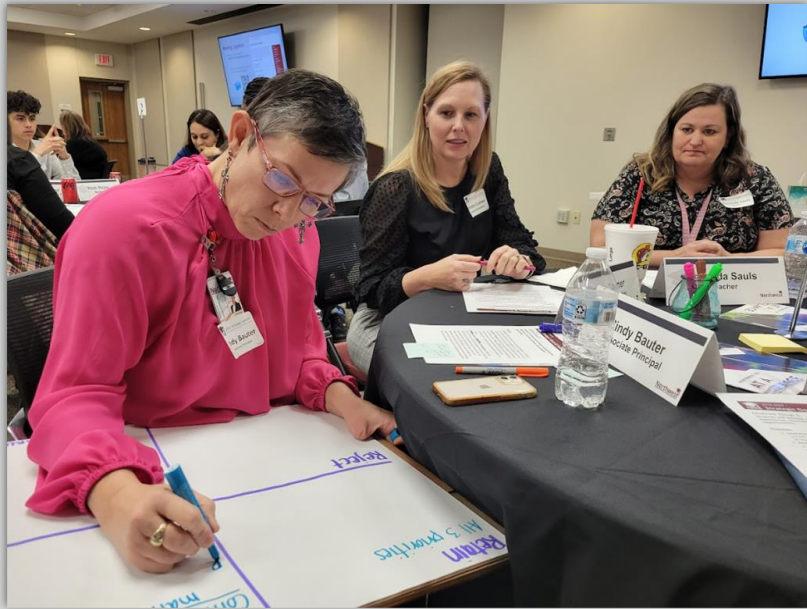


Dr. Jim Vaszauskas - Facilitator

- 11 Students
- 22 Parents
- 9 Community, Business & Government Officials
- 13 Teachers
- 23 Campus Administrators
- 25 District Administrators
- 7 Board of Trustees



Large Committee Meetings



February 20, 2023



March 1, 2023



March 28, 2023

Meeting One



2018-2022 Strategic Goals & Priorities

District Goal 1:

Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Priorities:

1. 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 in all content areas through rigorous instruction designed to meet the needs of every child, every day and ensure equitable access to learning with appropriate supports for success.
3. College, Career, Military, and Life Readiness: NISD will ensure that every student is prepared to succeed in life after high school by developing strong social, emotional, and behavioral skills and by achieving College, Career, and Military Readiness (CCMR) status in order to attain their definition of personal success through personalized learning opportunities, equitable access, and appropriate support for their chosen pathways.



February 20, 2023



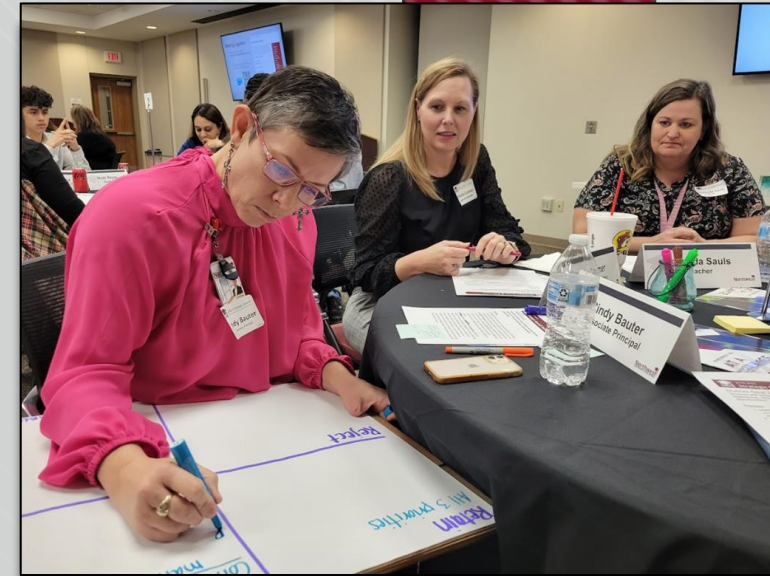
Meeting One

Task #1: Taking Stock

On the slide for your table group below, please take a picture of your poster and upload it to your table # slide.



Retain	Refine
Reject	Add new




February 20, 2023



Meeting One

On your table # slide, please share your group's thoughts about our current literacy goal by responding to the following questions:

<p>Do we need to be more specific or expand it?</p>	<p>How do/will we know we are making progress and how can we best communicate it?</p>	<p>What do we need to get there?</p>
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February 20, 2023



Meeting Two



2018-2022 Strategic Goals & Priorities

District Goal 1:

Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

Priorities:

1. 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 in all content areas through rigorous instruction designed to meet the needs of every child, every day and ensure equitable access to learning with appropriate supports for success.
3. College, Career, Military, and Life Readiness: NISD will ensure that every student is prepared to succeed in life after high school by developing strong social, emotional, and behavioral skills and by achieving College, Career, and Military Readiness (CCMR) status in order to attain their definition of personal success through personalized learning opportunities, equitable access, and appropriate support for their chosen pathways.



March 1, 2023



Meeting Two

Table 1-Academic Progress

Meeting 2 - Task #1

Do we need to be more specific or expand it?

How do/will we know we are making progress and how can we best communicate it?

What do we need to get there?



March 1, 2023



Meeting Two

Table 1-CCM & Life Ready

Meeting 2 - Task #2

Do we need to be more specific or expand it?

How do/will we know we are making progress and how can we best communicate it?

What do we need to get there?



March 1, 2023



Meeting Three



2022-2023

Goals and Performance Objectives

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

Performance Objectives:

- **Faculty and Staff Support:** NISD will support and value all employees by equipping staff with the appropriate culture, resources, and professional development to be successful in their role.

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

Performance Objectives:

- **Financial Reform:** NISD will embrace a culture of financial reform and continued transparency through strategic budget analysis and long-term financial planning.
- **Safety and Security:** NISD will continue efforts to provide safer learning environments for our students, staff, and community.
- **Fast Growth Planning:** NISD will continue proactive planning and management of facilities, systems, and processes to maintain the district's standards of educational excellence while experiencing rapid student enrollment growth.



March 28, 2023





2022-2023

Goals and Performance Objectives

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

Priorities:

- **Faculty and Staff Support:** NISD will recruit and retain a diverse employee population through the use of a strategic, competitive total compensation and benefits plan.



2022-2023

Goals and Performance Objectives

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

Priorities:

- **Recruit**
- **Value (Support / Develop / Empower)**
- **Retain**




Meeting Three

Table 1

Task 1a: For each of the 3 priorities, brainstorm ideas for how we can best (recruit/value/retain) exceptional staff.

Meeting 3 - Task #1a

 2022-2023
Goals and Performance Objectives

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

Priorities:

- Recruit
- Value (Support / Develop / Empower)
- Retain

Recruit:

Value
(Support/Develop/Empower):

Retain:



March 28, 2023



Meeting Three

Meeting 3 - Task #1b

Table 1 Task 1b: Based on your discussion in Task 1a, share ideas on how we could measure each and what do we need to do to get there?

	How do/will we know we are making progress and how can we best communicate it?	What do we need to get there?
Recruit		
(Value)		
Retain		



March 28, 2023





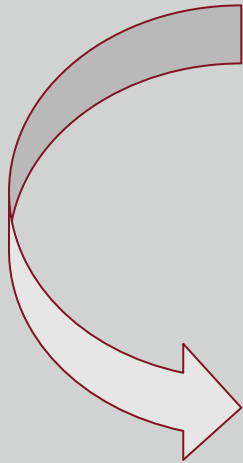
2022-2023

Goals and Performance Objectives

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

Priorities:

- **Financial Reform:** NISD will embrace a culture of financial reform and continued transparency through strategic budget analysis and long-term financial planning.
- **Safety and Security:** NISD will continue efforts to provide safer learning environments for our students, staff, and community.
- **Fast Growth Planning:** NISD will continue proactive planning and management of facilities, systems, and processes to maintain the district's standards of educational excellence while experiencing rapid student enrollment growth.



2022-2023

Goals and Performance Objectives

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

Priorities:

- **Engagement**
- **Culture**
- **Safety**



Meeting Three



Meeting 3 - Task #2a

Table 1 Task 2a: Draft at least 1 priority statement for each of the Goal 3 priorities? *We have provided thought starters for each priority here.*

Engagement:

Culture:

Safety:



March 28, 2023



Meeting Three



Meeting 3 - Task #2b

Table 1 Task 2b: Based on your discussion in Task 2a, share ideas on how we could measure each and what do we need to do to get there?

	How do/will we know we are making progress and how can we best communicate it?	What do we need to get there?
Engagement		
Culture		
Safety		



March 28, 2023



Sub-Committee Meetings



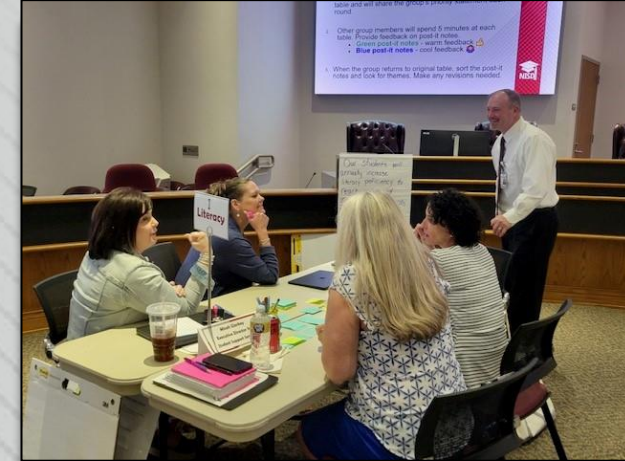
April 4, 2023



April 6, 2023



April 11, 2023



April 18, 2023



2023-2024

Goals and Priorities

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

Priorities:

- Literacy:
- Academic Progress:
- College, Career, Military, and Life Readiness:



2023-2024

Goals and Priorities

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

Priorities:

- Recruit:
- Value:
- Retain:



2023-2024

Goals and Priorities

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

Priorities:

- Engagement
- Culture
- Safety



2023-2024

Goals and Priorities

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

Priorities:

- Literacy:
- Academic Progress:
- College, Career, Military, and Life Readiness:



2023-2024

Goals and Priorities

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

Priorities:

- Recruit:
- Value:
- Retain:



2023-2024

Goals and Priorities

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

Priorities:

- Engagement
- Culture
- Safety

Criteria for a Priority Statements

- ❖ Articulate a growth mindset for *all students*
- ❖ Convey purpose and urgency
- ❖ Can be measured / quantified
- ❖ Align with the feedback from the Strategic Summit Meetings



Sub-Committee Meeting 4

1. Tuning Protocol to review each Priority Statement and give feedback
2. Develop Strategic Goal Statements using the criteria below:

Criteria for a Strategic Goal Statements

- ❖ Creates a sense of urgency
- ❖ Generates excitement/inspires a call to action
- ❖ Models what our community values?



Large Committee Meetings



February 20, 2023



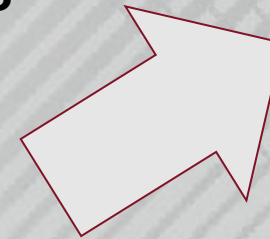
March 1, 2023



March 28, 2023



April 20, 2023



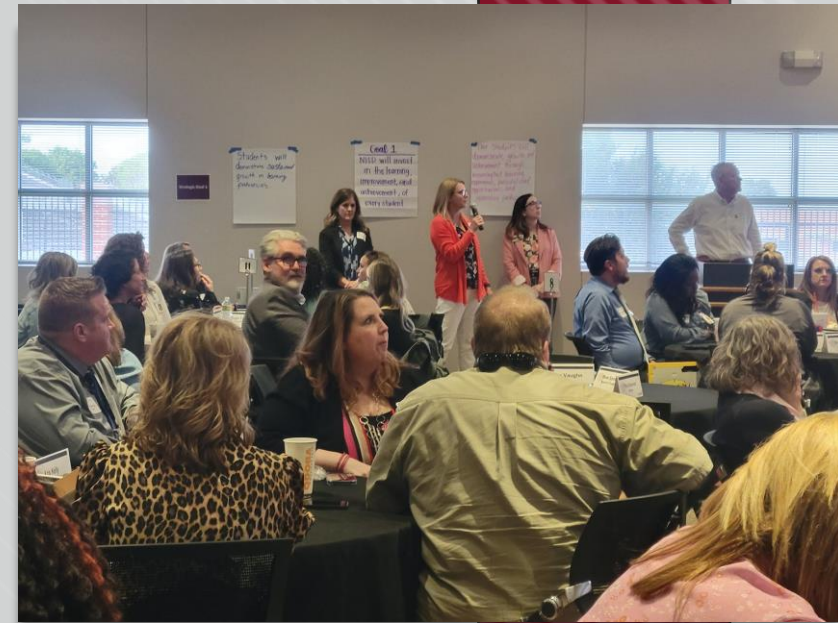
Meeting Four

DRAFTS

Students will demonstrate sustained growth in learning proficiencies.

Goal 1
NISD will invest in the learning, improvement, and achievement, of every student.

Our Students will demonstrate growth and achievement through meaningful learning experiences, personalized opportunities, and innovative pathways.



April 20, 2023

Literacy Priority Statement

Our students will annually increase literacy proficiency to reach or exceed grade level standards.

Academic Progress Priority Statement

Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

College, Career, Military & Life Readiness Priority Statement

Our students will graduate life ready and prepared for success in career, college or military service.

Meeting Four

DRAFTS

The NISD team will cultivate a successful learning environment for students by recruiting, investing in, and retaining exceptional staff.

NISD is committed to provide all students with highly effective staff prepared to meet the individual needs of our learning community.

Table 6e
High-quality team members are essential for the growth and well-being of our students, staff, families, and communities.



April 20, 2023

Recruit Priority Statement

NISD will have an unwavering commitment to attract and welcome high quality staff.

Value Priority Statement

NISD invests in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Retain Priority Statement

NISD retains highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

Meeting Four

DRAFTS

NISD will foster a safe learning environment that cultivates a welcoming community and inclusive culture.

Northwest ISD will cultivate an environment where all stakeholders are engaged in the safety and culture of our educational community.
OR
NISD will promote and sustain a culture of safety and engagement within our educational community where the voices of all stakeholders are valued.

OPTION 1:
NISD WILL CONTINUOUSLY PROMOTE A SAFE AND INCLUSIVE LEARNING ENVIRONMENT THAT REFLECTS THE DIVERSITY AND VOICES OF ALL.

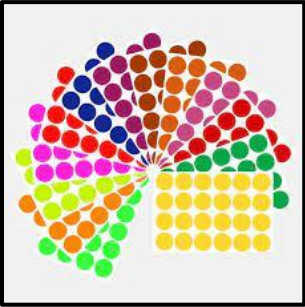
ALSO OPTION 1:
NISD WILL FOSTER A POSITIVE CULTURE THROUGH A SAFE ENVIRONMENT THAT ENGAGES AND VALUES THE VOICES OF ALL.

TABLE 9 SAFETY



April 20, 2023

Engagement Priority Statement	Culture Priority Statement	Safety Priority Statement
We will foster an environment of engagement through collaborative dialogue and partnership opportunities with every member of our community.	We will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.	We will continuously improve maintain, and communicate the systems of support to strengthen the physical and emotional well-being of our students, staff, and community.



- ★ Which statement best creates a sense of urgency?
- ★ Which statement best creates excitement / inspire a call to action?
- ★ Which statement best models what our community values?

STRATEGIC GOAL #1:





- ★ Does the statement create a sense of urgency?
- ★ Does the statement excite / inspire a call to action?
- ★ Does the statement model what our community values?

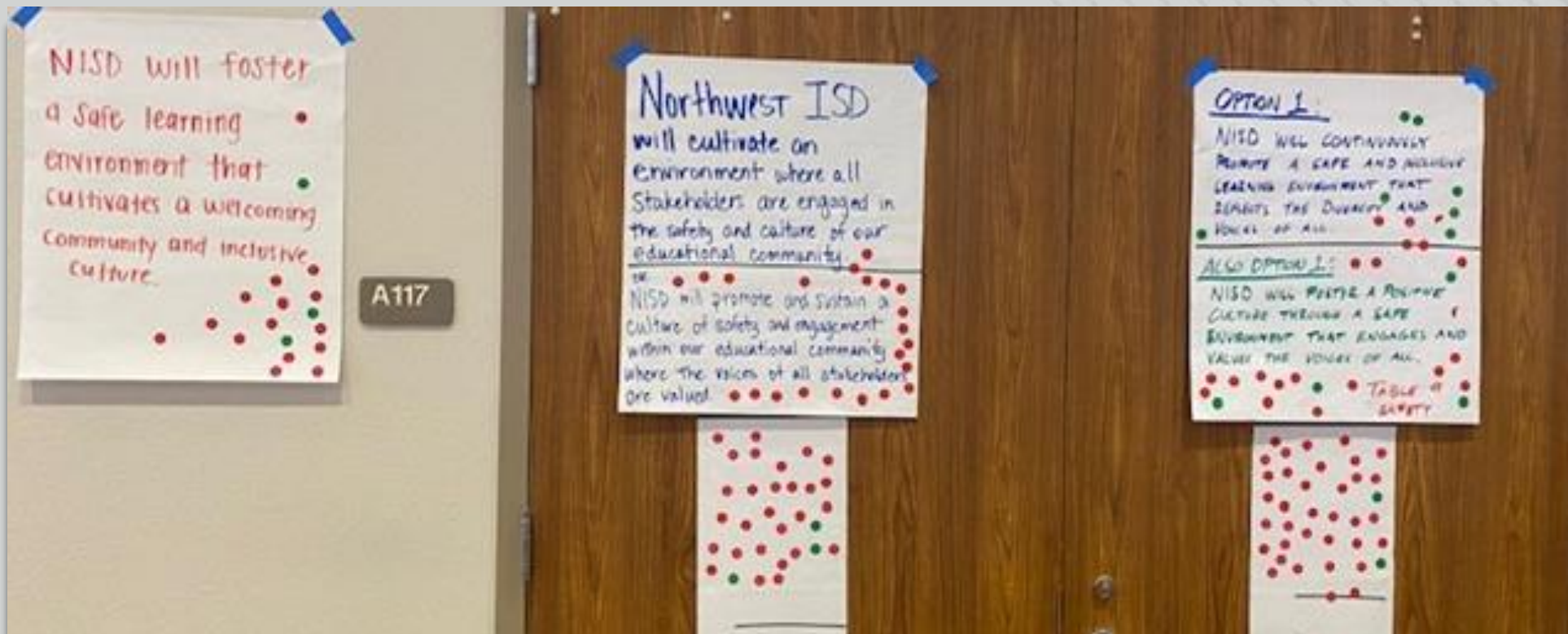
STRATEGIC GOAL #2:





- ★ Does the statement create a sense of urgency?
- ★ Does the statement excite / inspire a call to action?
- ★ Does the statement model what our community values?

STRATEGIC GOAL #3:



Meeting Four



April 20, 2023

Goal 1
NISD will invest
in the learning,
improvement, and
achievement, of
every student.

Strategic Goal 1

NISD is committed
to provide all students
with highly effective
staff prepared to
meet the individual
needs of our learning
community.

Strategic Goal 2

ALSO OPTION 1:

NISD WILL FOSTER A POSITIVE
CULTURE THROUGH A SAFE
ENVIRONMENT THAT ENGAGES AND
VALUES THE VOICES OF ALL.

TABLE 9
SAFETY

Strategic Goal 3

Meeting Four

FINAL COMMITTEE FEEDBACK:

- ❖ What do you like about this statement?
- ❖ Is it missing anything?



Strategic
Goal 1

Strategic
Goal 2

Strategic
Goal 3

Final Thoughts
on our Strategic
Summit
Process



April 20, 2023





Revision Work 1

Strategic Goal 1 <i>Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.</i>	Strategic Goal 2 <i>Northwest ISD will recruit, value, and retain highly-effective staff prepared to meet the individual needs of our students and learning community.</i>	Strategic Goal 3 <i>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</i>
NISD Priorities:	NISD Priorities:	NISD Priorities:
<u>Literacy</u> 1A-Our students will annually increase literacy proficiency to reach or exceed grade level standards.	<u>Recruit</u> 2A-Northwest ISD will have an unwavering commitment to attract and welcome high quality staff.	<u>Engagement</u> 3A-Northwest ISD will foster an environment of engagement through collaborative dialogue and partnership opportunities with every member of our community.
<u>Academic Progress</u> 1B-Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.	<u>Value</u> 2B-Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.	<u>Culture</u> 3B-Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.
<u>College, Career, Military & Life Readiness</u> 1C-Our students will graduate life ready and prepared for success in career, college, or military service.	<u>Retain</u> 2C-Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.	<u>Safety</u> 3C-Northwest ISD will continuously improve, maintain, and communicate the systems of support to strengthen the physical and emotional well-being of our students, staff, and community.





Stakeholder Feedback

Over the past few weeks, we have shared the Strategic Goals and Priority Statements with several stakeholder groups and collected valuable feedback.



Office of the Superintendent

Feedback on Strategic Plan - Draft

We would like to hear your feedback on the current draft of Northwest ISD's new Strategic Plan that was developed by a committee of NISD stakeholders, including students, parents, teachers, campus administrators, district administrators, and community members over the past two months.

You can access a draft of the new strategic goals and priorities for each goal [here](#). As you read the draft, please direct your focus to each of the statements and do not pay attention to the formatting or color. Once the new Strategic Plan is finalized, a graphic design will be created to showcase the plan.

You will be asked to provide feedback on each of the three strategic goals, as well as the priorities associated with each strategic goal below.

Please note: Your email address will be collected with your response in case we have clarifying questions based on your input.

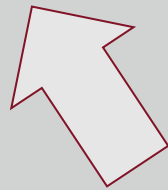
Faculty Advisory Committee (FAC):
April 24

District Leadership Team (DLT):
May 11

District Education Improvement Committee (DEIC):
May 17



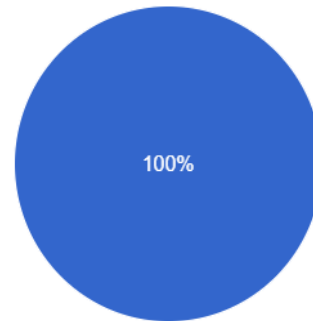
Strategic Goal 1 <i>Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.</i>	Strategic Goal 2 <i>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</i>	Strategic Goal 3 <i>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</i>
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FAC Feedback on Strategic Goal 1

Please provide feedback on Goal 1 below:

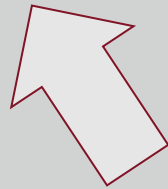
8 responses



- I am comfortable with the goal as it is written and do not have any additional feedback to share.
- I would like to provide feedback to be considered for Goal 1. (Share feedback in next question.)



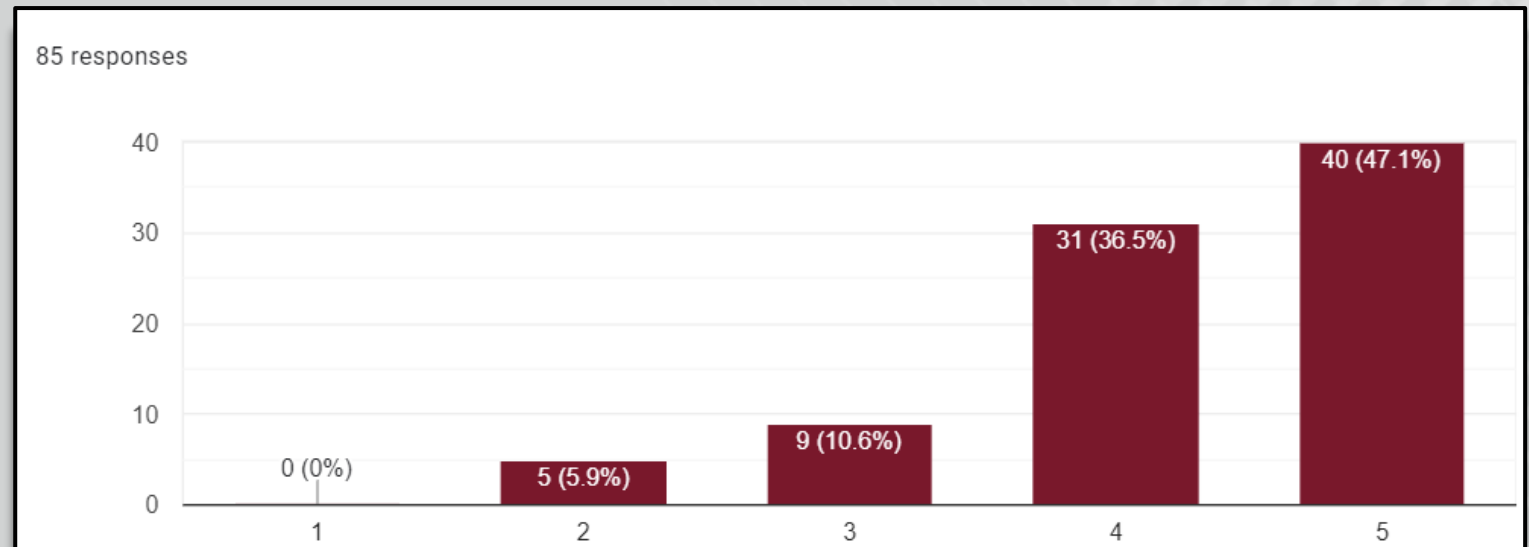
Strategic Goal 1 <i>Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.</i>	Strategic Goal 2 <i>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</i>	Strategic Goal 3 <i>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</i>
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DLT Feedback on Strategic Goal 1

Criteria for a Strategic Goal Statements

- ★ Does the statement create a sense of urgency?
- ★ Does the statement excite / inspire a call to action?
- ★ Does the statement model what our community values?



Strategic Goal 1

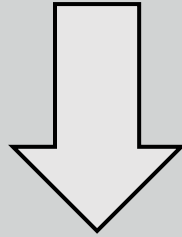
Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.

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.

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.



Revision to Strategic Goal 1

Strategic Goal 1

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

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.

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.

Strategic Goal 1

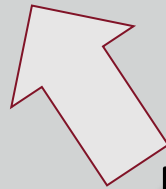
Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

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.

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.



DEIC Feedback on Strategic Goal 1

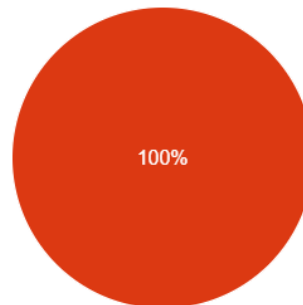
Strategic Goal 1:

Draft #1 (original): Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.

Draft #2 (new): Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

Which version of Strategic Goal 1 do you think is best?

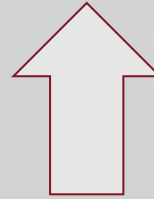
21 responses



- I prefer the original draft - Draft #1
- I prefer the new draft - Draft #2.



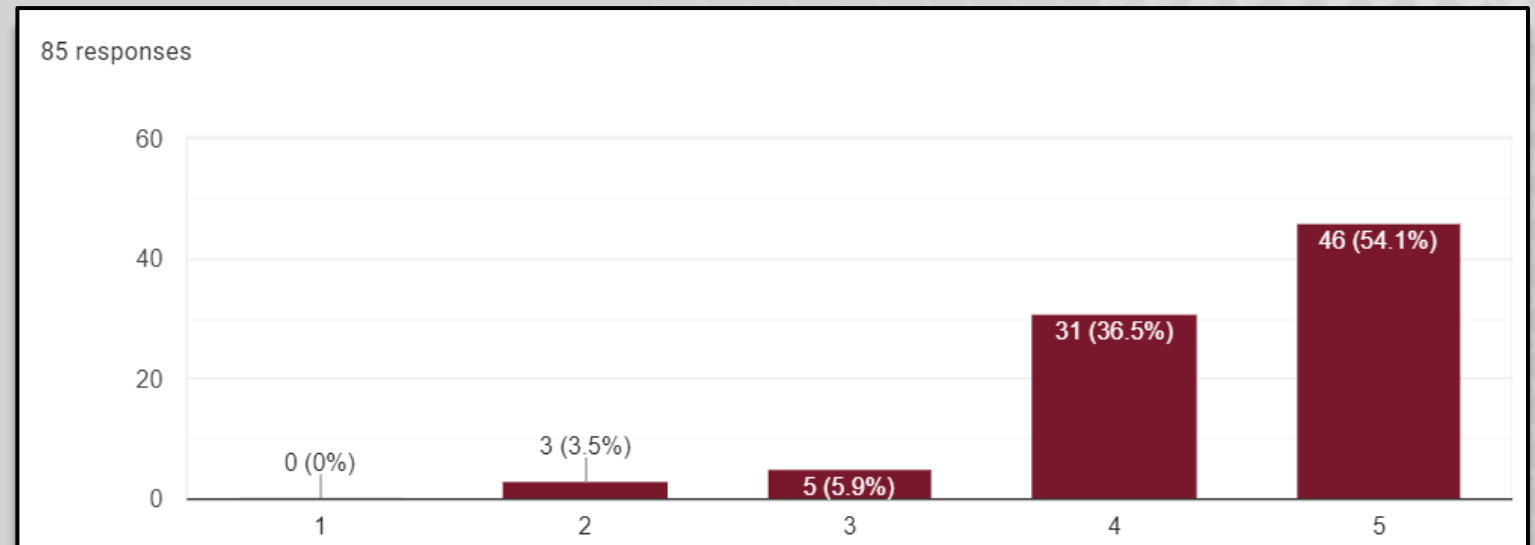
<p>Strategic Goal 1</p> <p><i>Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.</i></p>	<p>Strategic Goal 2</p> <p><i>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</i></p>	<p>Strategic Goal 3</p> <p><i>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</i></p>
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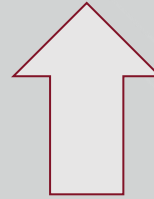
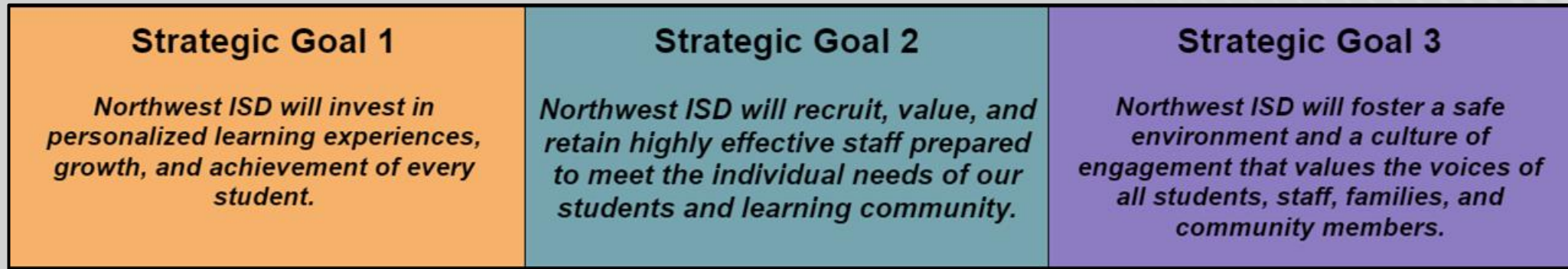


DLT Feedback on Strategic Goal 2

Criteria for a Strategic Goal Statements

- ★ Does the statement create a sense of urgency?
- ★ Does the statement excite / inspire a call to action?
- ★ Does the statement model what our community values?

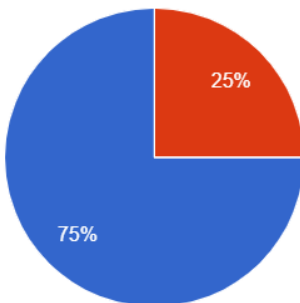




FAC & DEIC Feedback on Strategic Goal 2

Please provide feedback on Goal 2 below:

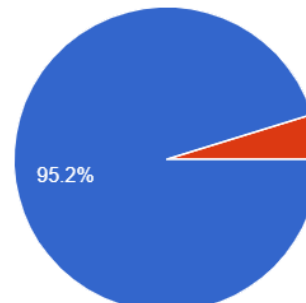
8 responses



- I am comfortable with the goal as it is written and do not have any additional feedback to share.
- I would like to provide feedback to be considered for Goal 2. (Share feedback in next question.)

Please provide feedback on Goal 2 below:

21 responses



- I am comfortable with the goal as it is written and do not have any additional feedback to share.
- I would like to provide feedback to be considered for Goal 2. (Share feedback in next question.)

- **86.2 % combined**
- **13.8 % combined**

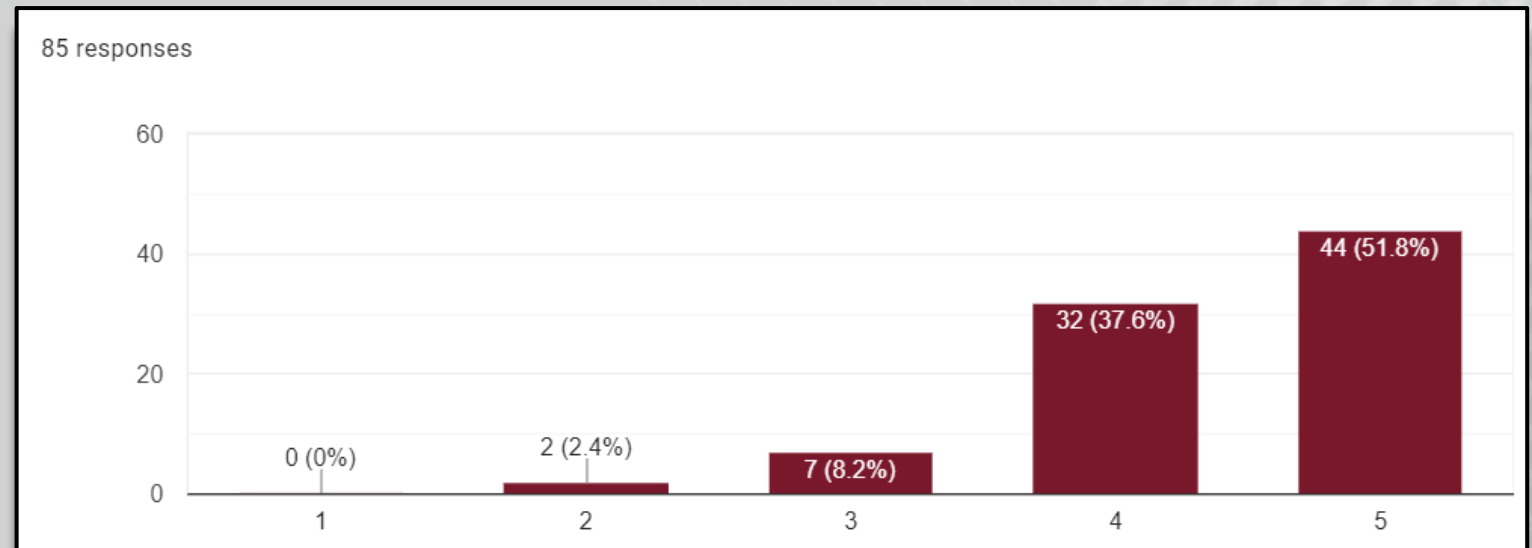
<p>Strategic Goal 1</p> <p><i>Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.</i></p>	<p>Strategic Goal 2</p> <p><i>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</i></p>	<p>Strategic Goal 3</p> <p><i>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</i></p>
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DLT Feedback on Strategic Goal 3



Criteria for a Strategic Goal Statements

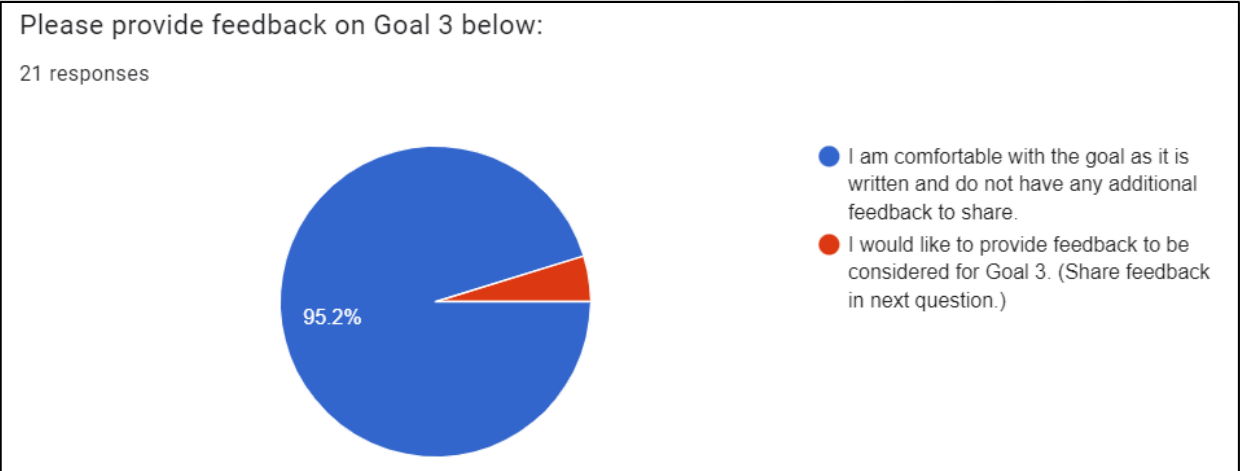
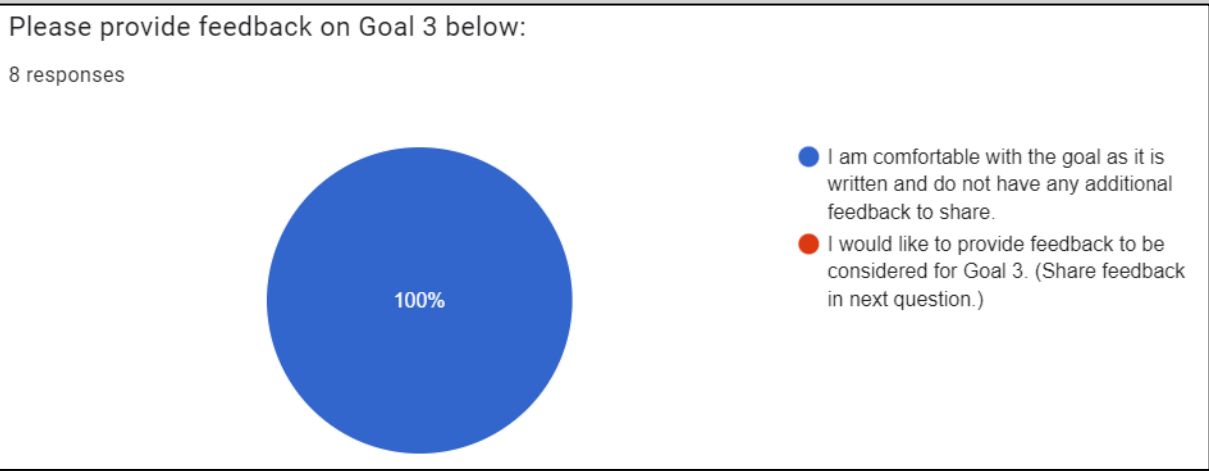
- ★ Does the statement create a sense of urgency?
- ★ Does the statement excite / inspire a call to action?
- ★ Does the statement model what our community values?



<p>Strategic Goal 1</p> <p><i>Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.</i></p>	<p>Strategic Goal 2</p> <p><i>Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.</i></p>	<p>Strategic Goal 3</p> <p><i>Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.</i></p>
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FAC & DEIC Feedback on Strategic Goal 2



- 93.1 % combined
- 6.9 % combined



Strategic Goal 1

Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.

NISD Priorities:

Literacy

1A-Our students will annually increase literacy proficiency to reach or exceed grade level standards.

Academic Progress

1B-Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

College, Career, Military & Life Readiness

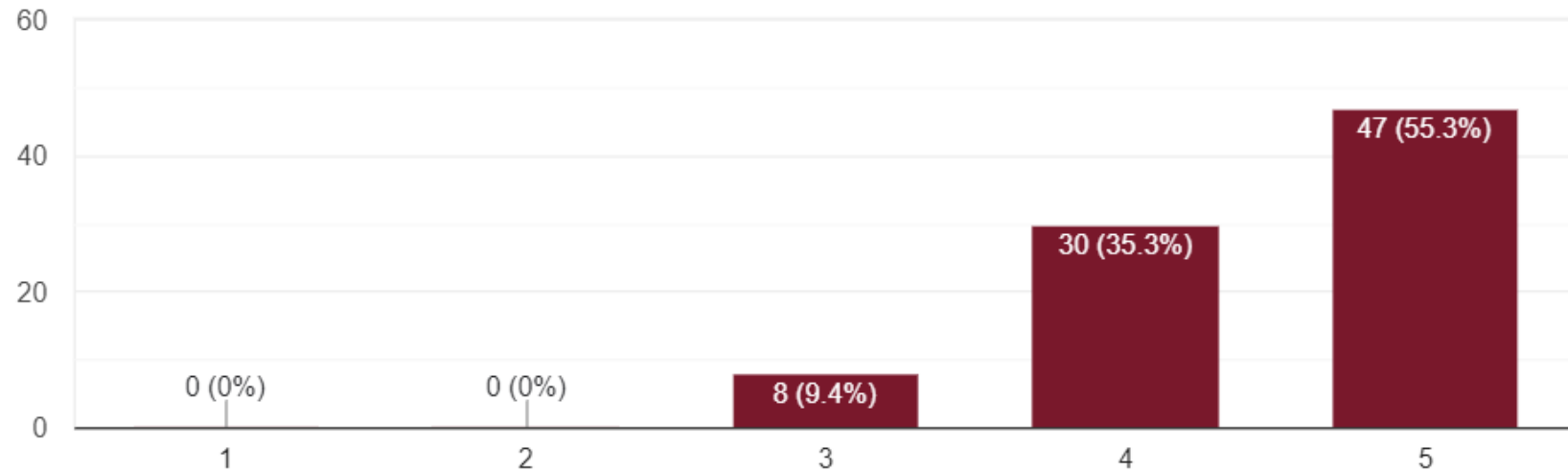
1C-Our students will graduate life ready and prepared for success in career, college, or military service.

DLT Feedback on Priority Goal Statements - Goal 1

Please rate the degree to which these statements:

- *Articulate a growth mindset
- *Convey purpose and urgency
- *Can be measured or quantified

85 responses



Strategic Goal 1

Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.

NISD Priorities:

Literacy

1A-Our students will annually increase literacy proficiency to reach or exceed grade level standards.

Academic Progress

1B-Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

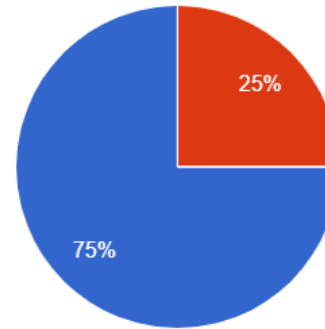
College, Career, Military & Life Readiness

1C-Our students will graduate life ready and prepared for success in career, college, or military service.

FAC & DEIC Feedback on Priority Goal Statements - Goal 1

Please read the three priority statements that are listed under Strategic Goal 1 ([link](#)) and provide feedback below:

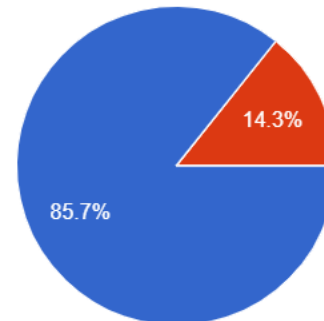
8 responses



- I am comfortable with priority statements as they are written and do not have any additional feedback to share.
- I would like to provide feedback to be considered. (Share feedback in next question.)

Please read the three priority statements that are listed under Strategic Goal 1 ([link](#)) and provide feedback below:

21 responses



- I am comfortable with priority statements as they are written and do not have any additional feedback to share.
- I would like to provide feedback to be considered. (Share feedback in next question.)

- **82.8 % combined**
- **17.2 % combined**



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

2A-Northwest ISD will have an unwavering commitment to attract and welcome high quality staff.

Value

2B-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

2C-Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

DLT Feedback on Priority Goal Statements - Goal 2

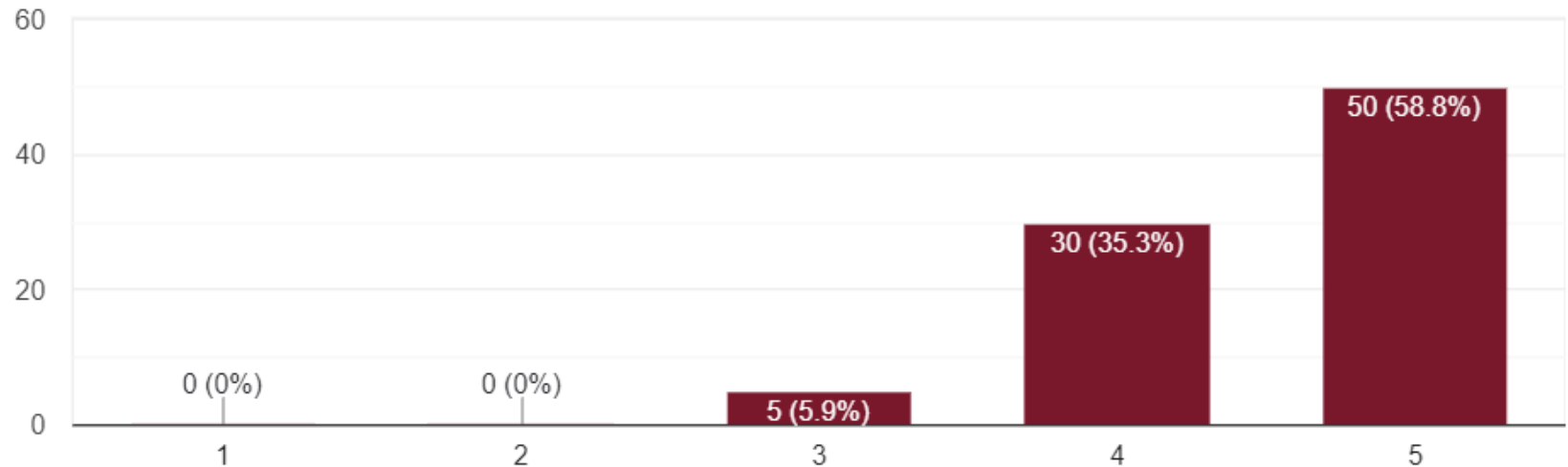
Please rate the degree to which these statements:

*Articulate a growth mindset

*Convey purpose and urgency

*Can be measured or quantified

85 responses



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

2A-Northwest ISD will have an unwavering commitment to attract and welcome high quality staff.

Value

2B-Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

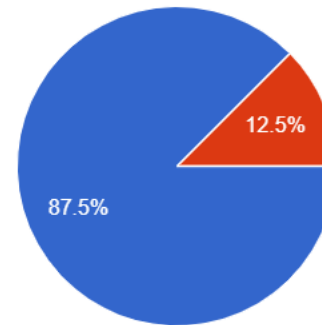
Retain

2C-Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

FAC & DEIC Feedback on Priority Goal Statements - Goal 2

Please read the three priority statements that are listed under Strategic Goal 2 ([link](#)) and provide feedback below:

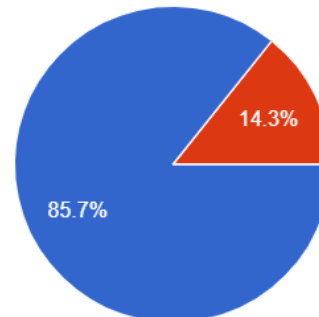
8 responses



- I am comfortable with priority statements as they are written and do not have any additional feedback to share.
- I would like to provide feedback to be considered. (Share feedback in next question.)

Please read the three priority statements that are listed under Strategic Goal 2 ([link](#)) and provide feedback below:

21 responses



- I am comfortable with priority statements as they are written and do not have any additional feedback to share.
- I would like to provide feedback to be considered. (Share feedback in next question.)

- 90 % combined
- 10 % combined



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

3A-Northwest ISD will foster an environment of engagement through collaborative dialogue and partnership opportunities with every member of our community.

Culture

3B-Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Safety

3C-Northwest ISD will continuously improve, maintain, and communicate the systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

DLT Feedback on Priority Goal Statements - Goal 3

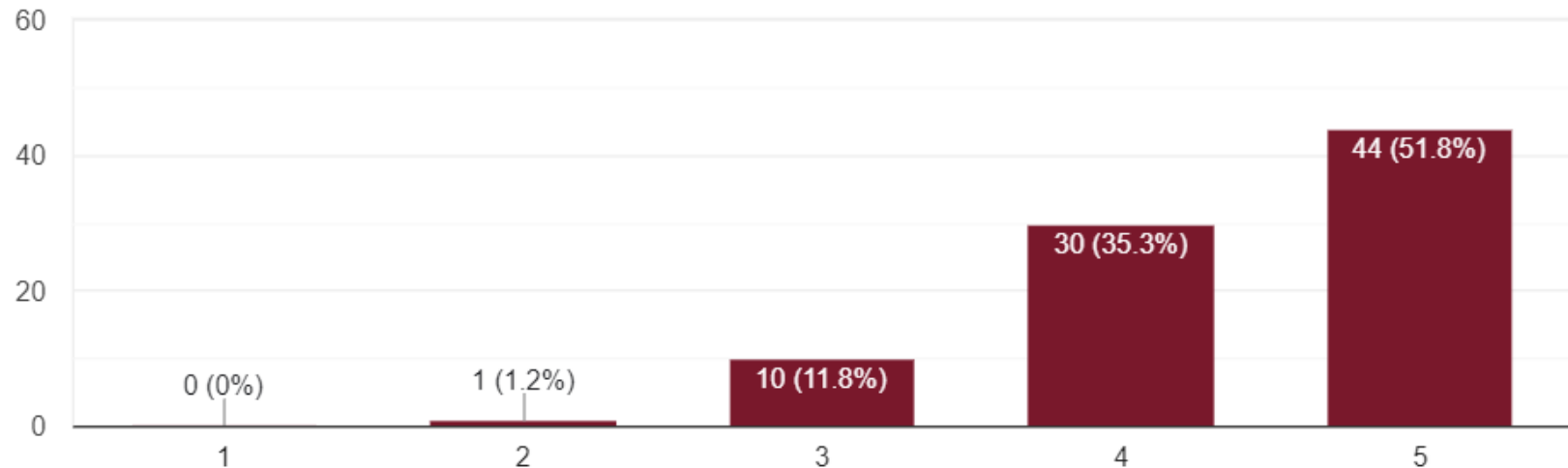
Please rate the degree to which these statements:

*Articulate a growth mindset

*Convey purpose and urgency

*Can be measured or quantified

85 responses



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

3A-Northwest ISD will foster an environment of engagement through collaborative dialogue and partnership opportunities with every member of our community.

Culture

3B-Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

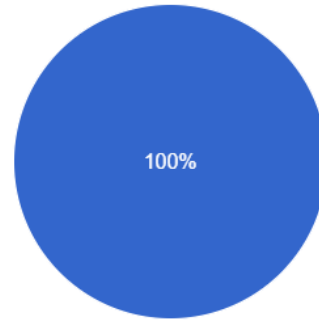
Safety

3C-Northwest ISD will continuously improve, maintain, and communicate the systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

FAC & DEIC Feedback on Priority Goal Statements - Goal 2

Please read the three priority statements that are listed under Strategic Goal 3 ([link](#)) and provide feedback below:

8 responses

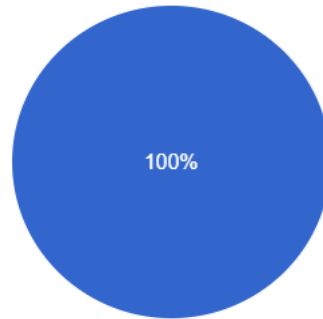


- I am comfortable with priority statements as they are written and do not have any additional feedback to share.
- I would like to provide feedback to be considered. (Share feedback in next question.)

- 100 % combined
- 0 % combined

Please read the three priority statements that are listed under Strategic Goal 3 ([link](#)) and provide feedback below:

21 responses



- I am comfortable with priority statements as they are written and do not have any additional feedback to share.
- I would like to provide feedback to be considered. (Share feedback in next question.)



Thought Exchange

Thoughtexchange Steps



SHARE

Submit Thoughts

People provide feedback on issues that matter to them.



STAR

Prioritize Thoughts

People consider and communicate which ideas are most important.



DISCOVER

Reveal What Matters

People discover what they collectively care about the most.



Introduction

We are seeking feedback and ideas for strategies to fulfill our newly proposed NISD Strategic Priorities. [Please view the proposed priority statements HERE](#) or in the image below, and then answer the driving question: *What ideas or strategies do you have to achieve any of the proposed NISD priority statements?*

Please reference the statement number in your response (Example: 1A can be achieved by...). Your input is valued and appreciated.

Quick Tips:

- This Exchange is confidential. Your thoughts will be shared with other participants, but not your identity.
- You will see and rate thoughts that others have shared. 5 stars = strongly agree, 1 star = strongly disagree.
- You do not need to rate all thoughts, though it's recommended to rate as many as possible. You can return to the exchange later to continue rating.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3
Northwest ISD will invest in personalized learning experiences, growth, and achievement of every student.	Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.	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:	NISD Priorities:	NISD Priorities:
Literacy 1A-Our students will annually increase literacy proficiency to reach or exceed grade level standards.	Recruit 2A-Northwest ISD will have an unwavering commitment to attract and welcome high quality staff.	Engagement 3A-Northwest ISD will foster an environment of engagement through collaborative dialogue and partnership opportunities with every member of our community.
Academic Progress 1B-Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.	Value 2B-Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.	Culture 3B-Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.
College, Career, Military & Life Readiness 1C-Our students will graduate life ready and prepared for success in career, college, or military service.	Retain 2C-Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.	Safety 3C-Northwest ISD will continuously improve, maintain, and communicate the systems of support to strengthen the physical and emotional well-being of our students, staff, and community.



117

Participants



122

Thoughts



3116

Ratings



26

Ratio

measure literacy parents individualized
culture provide help 3b
skills 1a years nisd campuses
increase staff district
recruit job + pay ready learning content
areas high stipends ongoing 2c growth
grow strategic setting achieved support 2a opportunities
focus community level grade

Your Feedback



Feedback on Strategic Plan - Draft

We would like to hear your feedback on the current draft of Northwest ISD's new Strategic Plan that was developed by a committee of NISD stakeholders, including students, parents, teachers, campus administrators, district administrators, and community members over the past two months.

You can access a draft of the new strategic goals and priorities for each goal [here](#). As you read the draft, please direct your focus to each of the statements and do not pay attention to the formatting or color. Once the new Strategic Plan is finalized, a graphic design will be created to showcase the plan.

You will be asked to provide feedback on each of the three strategic goals, as well as the priorities associated with each strategic goal below.

Please note: Your email address will be collected with your response in case we have clarifying questions based on your input.

Please watch for a link to a survey form to get your feedback on the Strategic Goals and Priority Statements.





Questions?