DEIC

District Education Improvement Council

October 26, 2021

Agenda

- Welcome - Shaunda Garrison
- School Calendar for 2022-2023 - Dr. Stephanie Espinosa
- Bond Timeline - Tim McClure
- Website Redesign Update - Anthony Tosie
- Staff Morale Ideas - Dr. Warren
- Questions & Answers
- Closing Remarks - Jeanna Lawrence

NISD

School Calendar for 2022-2023

Dr. Stephanie Espinosa

Northwest Independent School District

Instructional Calendar Development

Instructional Calendar Requirements

2022-2023

- 75,600 minutes
- Plus 2 additional days to account for snow days
- 187 Teacher work days
- 420 minute school day minimum
- Up to 2100 minutes can be used for professional learning and count toward instructional minutes

Calendar Considerations

- Start & End Dates
- Holiday Breaks
  - Thanksgiving
  - Christmas/Winter
  - Spring Break
  - Good Friday
- Semester Breakdown
  - End before Christmas
  - Balance of Semester Days
- Professional Learning Days
- Early Release Days
- State Testing Dates

State Testing Dates

Dates	Assessment
December 6-16	STAAR EOC Testing (High School)
April 4-7	English I & English II
May 2-12	Algebra I, Biology, US History
May 4-19	8th Grade Science & Social Studies
May 9-19	Grade 3-8 Mathematics Grade 3-8 Reading Grade 5 Science

Calendar Survey Feedback

- End the semester before Christmas/Winter Break
- 2 Full Weeks off at Christmas
- Want to end before Memorial Day
- Like having days off in October and February
- Want more breaks during the year
- Do not like starting on a Monday

Aligning to Current Calendar

IMPORTANT STAFF DATES

Student and Staff Holidays
September 5, October 31, November 23-25, December 19-30, January 16, February 20, March 13-17

Student Holiday – Teacher Flex Days
October 10 (Parent-Teacher Conf. Flex Days)
November 21 & 22, April 14 (Summer Professional Learning Flex Days – 18 hours)

All NISD Staff report – Professional Learning
August 8-12 and 15-16

Professional Learning Required Days
November 1, January 2 & 3 March 20-21
These days count toward the total instructional minutes required by TEA.

STAAR Testing Dates

Engage Professional Learning Conference
July 26,27,28

New to NISD Teachers report
August 2, 3, 4

July 2022

Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

July 1, 4-8, 15, 22, 29 | District Offices Closed
July 26, 27, 28 | ENGAGE

August 2022

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2, 3, 4 | New to NISD Teachers Report
August 8-12, 15-16 | All NISD Report for PL
August 17 | 1st Day of School

September 2022

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

September 5 | Student-Staff Holiday
September 23 | 6-week UIL Grade Check

October 2022

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

October 7 | End of 1st Quarter & Early Release
October 10 | Student Holiday/Teacher Flex
October 11 | Beginning of 2nd Quarter
October 31| Student -Staff Holiday

November 2022

Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

November 1 | Student Holiday/Teacher PL
November 21-22 | Student Holiday/Teacher Flex
November 23-25 | Student-Staff Holiday

December 2022

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

December 16 | End of 2nd Quarter & Early Release
December 19-30 | Student-Staff Holiday

January 2023

Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2-3 | Teacher Professional Learning
January 4 | Beginning of 3rd Quarter
January 16 | Student-Staff Holiday

February 2023

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

February 20 | Student-Staff Holiday

March 2023

Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

March 10 | End of 3rd Quarter & Early Release
March 13-17 | Student-Staff Holiday
March 20-21 | Teacher Professional Learning
March 22 | Beginning of 4th Quarter

April 2023

Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

April 14 | Student Holiday/Teacher Flex

May 2023

Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

May 25 | End of 4th Quarter/Early Release
May 25 | Last Day of School
May 29 | District Offices Closed

June 2023

Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

June 2, 9, 16, 23, 30 | District Offices Closed

DRAFT

Feedback & Questions

Survey Link

Bond Timeline

Tim McClure

NORTHWEST ISD
BOND
2021

Voters approved three propositions to address growth and school equity in Northwest ISD.

PROPOSITION A

SCHOOL FACILITIES & CAPITAL IMPROVEMENTS
$712,400,000

PROPOSITION C

MIDDLE SCHOOL RECREATIONAL FACILITIES
$5,700,000

PROPOSITION D

TECHNOLOGY DEVICES
$19,400,000

TOTAL BOND PACKAGE AMOUNT: $737,500,000

No Change to Tax Rate

NISD had to comply with a new state law that requires certain project types to be separated out on different propositions.

PROPOSITION

A

New Facilities & Capital Projects

- Elementary Schools #22, 23
- Middle School #7
- Replacement schools: Hatfield and Seven Hills elementary schools, Pike Middle School
- Northwest High School Expansion
- Pre-K Classrooms
- Land for future schools
- Buses

PROPOSITION

C

Middle School Recreation Facilities

- Tennis courts, athletic field and track at Middle School #7
- Tennis court resurfacing at four middle schools
- Tennis courts added to Medlin Middle School

PROPOSITION

D

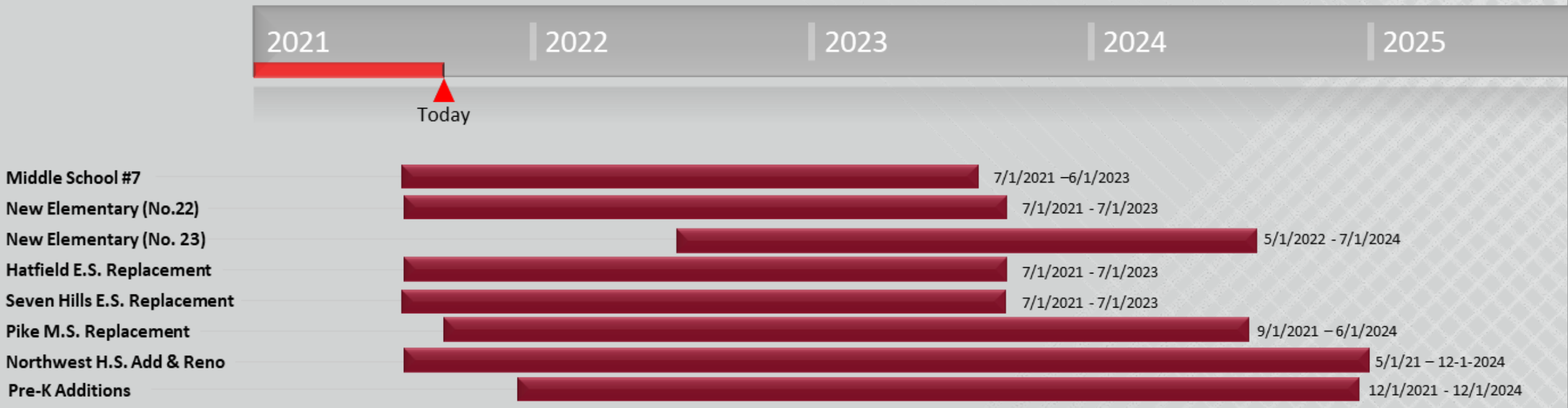
Technology Devices

- New student devices
- New teacher devices

Recreation facilities for Middle School #7 and technology devices for all new schools were required to be placed on separate ballot propositions because of new state law.

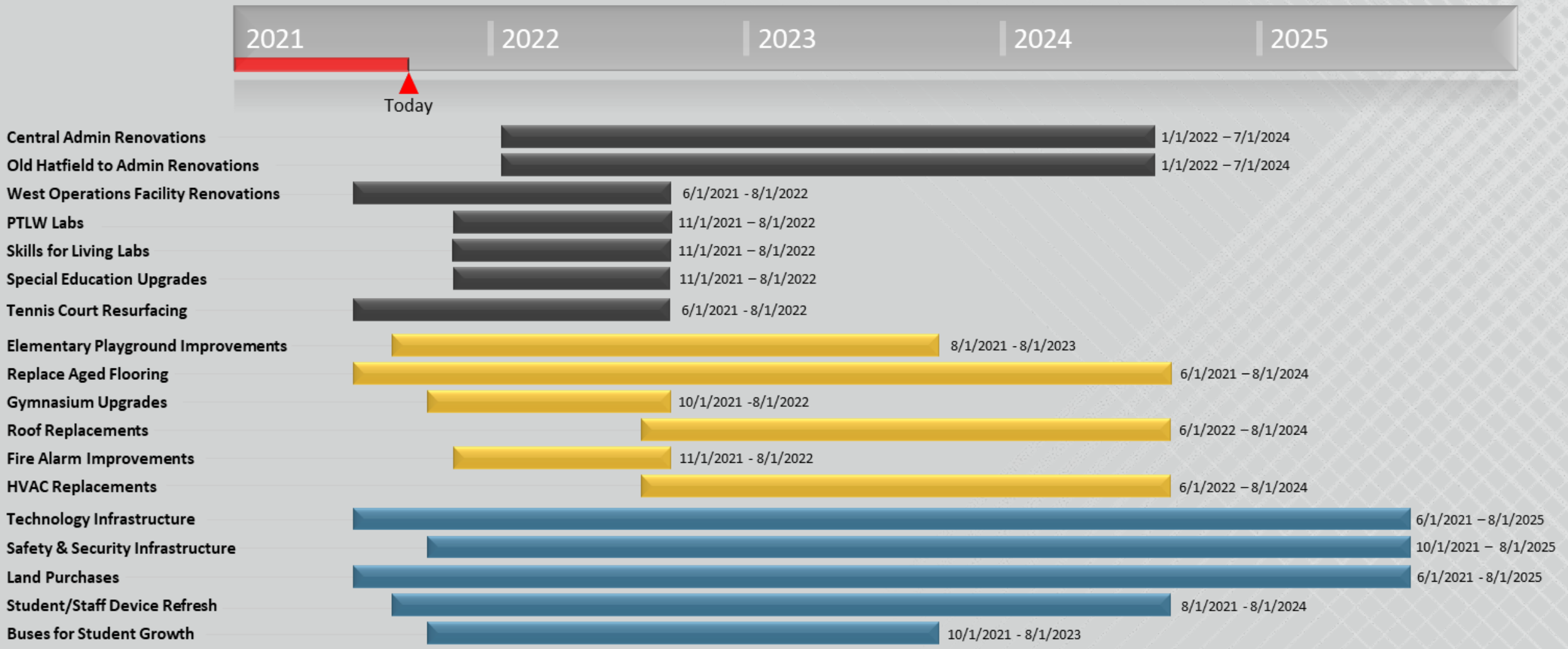
Anticipated Bond 2021 Project Schedule

New Schools & School Renovations



Anticipated Bond 2021 Project Schedule

Upgrades, Replacements, and Other Projects

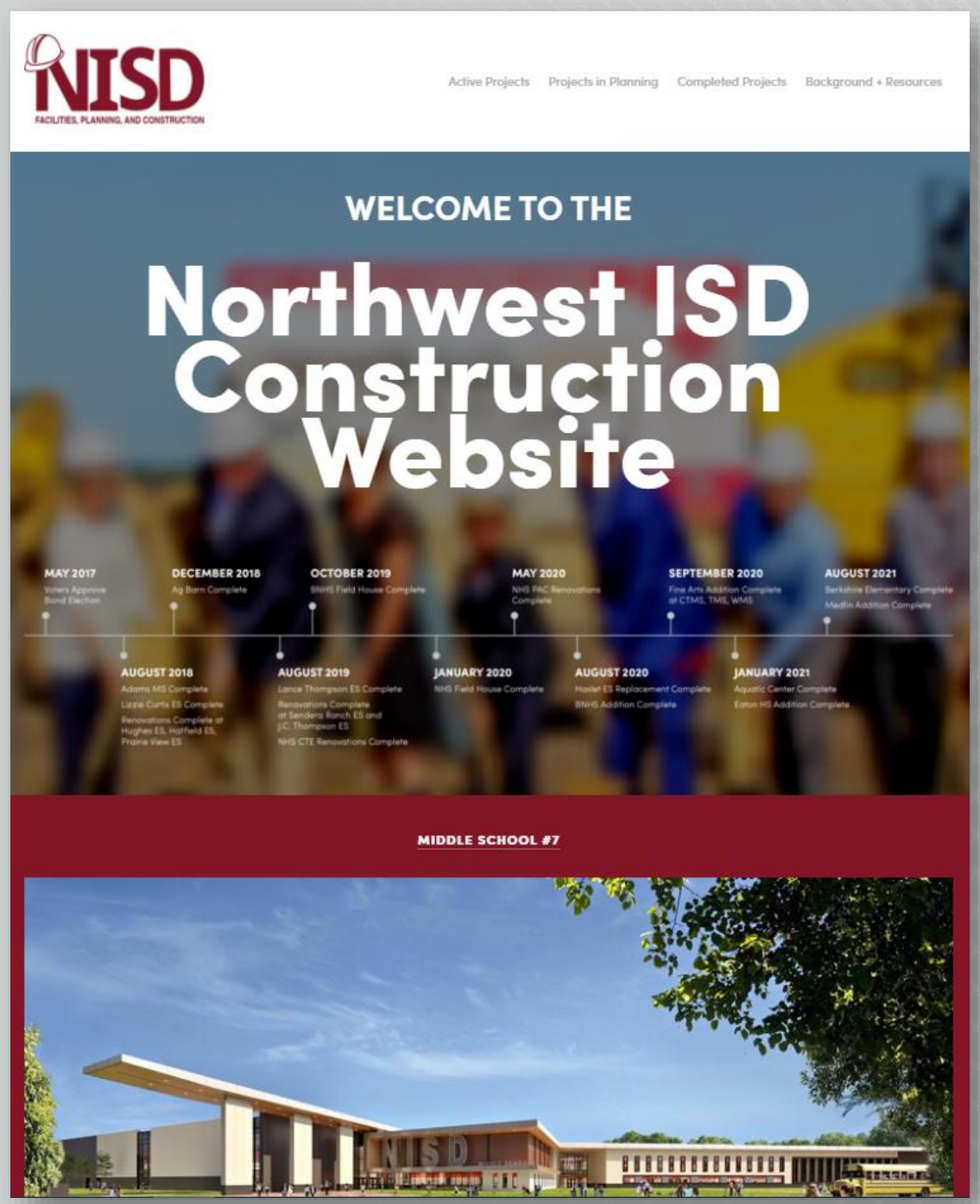


Northwest ISD Construction Website

Visit

NISDtxconstruction.org

for updated information on active and planned projects.



Website Redesign Update

Anthony Tosie

Staff Morale / $500 One-Time Incentive

Dr. Warren

Northwest
INDEPENDENT SCHOOL DISTRICT

Employee survey summary

Northwest ISD April 2021

This report contains a summary of the results from the April 2021 employee survey conducted at Northwest ISD.

2,710 employees were invited and 1,948 responded (72%).

What three words best describe Northwest ISD

This graphic captures how Northwest ISD employees view our culture.

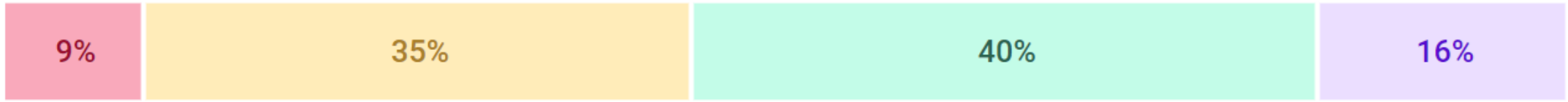
The larger the word, the more our culture stands out from other companies like us in that way.

Green words represent the engaging aspects of our culture.

Red words represent the disengaging aspects of our culture.

Overall, 56% of Northwest ISD employees are either engaged or enthusiastically engaged. An individual employee's engagement is based on how they respond to Energage's three engagement statements.

Referral — I would highly recommend working at Northwest ISD to others
Motivation — Northwest ISD motivates me to give my very best at work
Loyalty — I have considered searching for a better external job in the past month



9% of employees are Deeply Disengaged

Employees who answered strongly negatively on at least one engagement statement are deeply disengaged.

35% of employees are Disengaged

Employees who answered neutral or lower on at least one engagement statement are disengaged (excludes deeply disengaged).

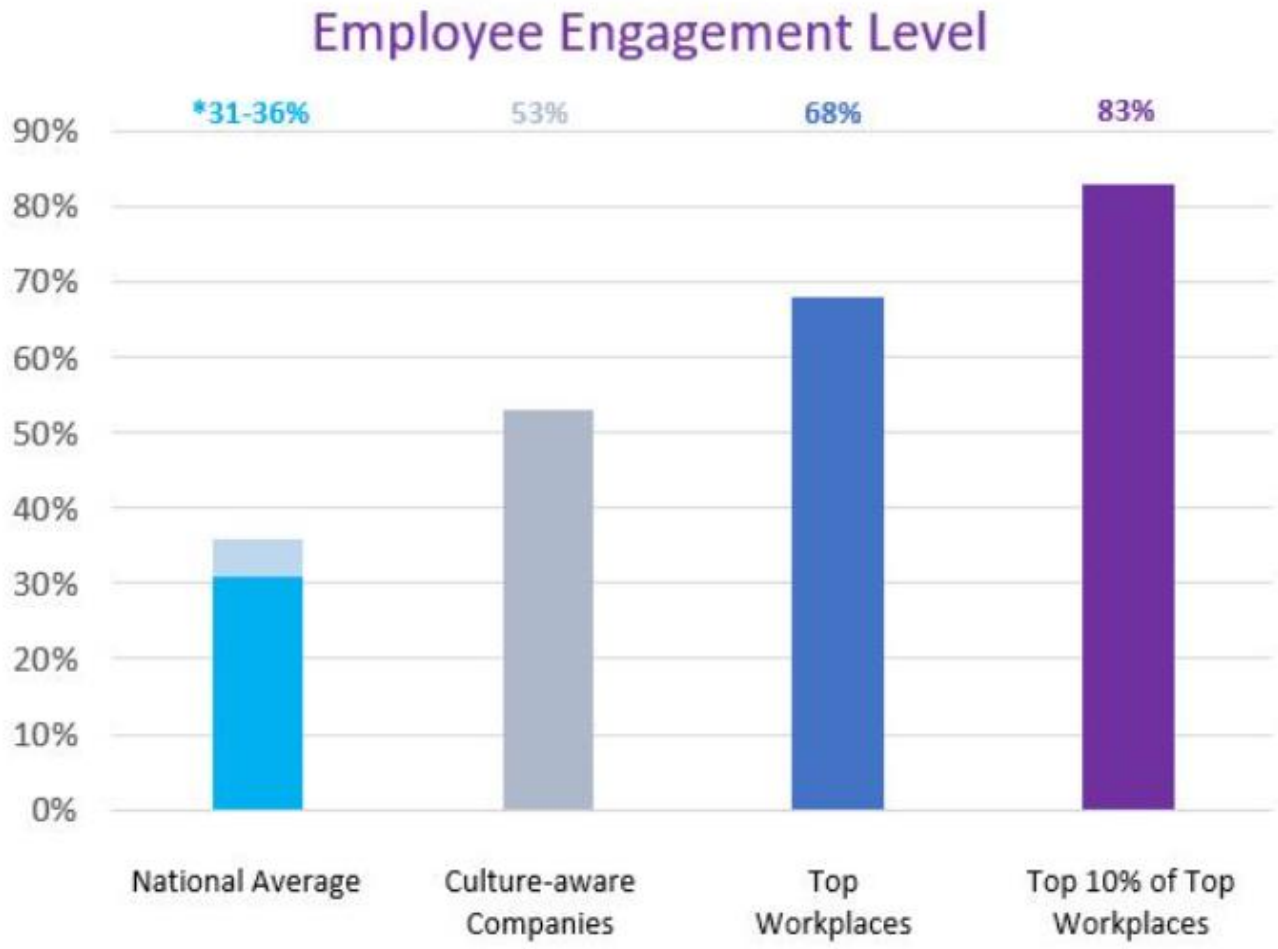
40% of employees are Engaged

Employees who answered slightly positively or higher to all three engagement statements are engaged (excludes enthusiastically engaged).

16% of employees are Enthusiastically Engaged

Employees who answered strongly positively to all three engagement statements are enthusiastically engaged.

Measuring and benchmarking engagement shows the strength of your culture. And when we measure engagement, Top Workplaces stand out:



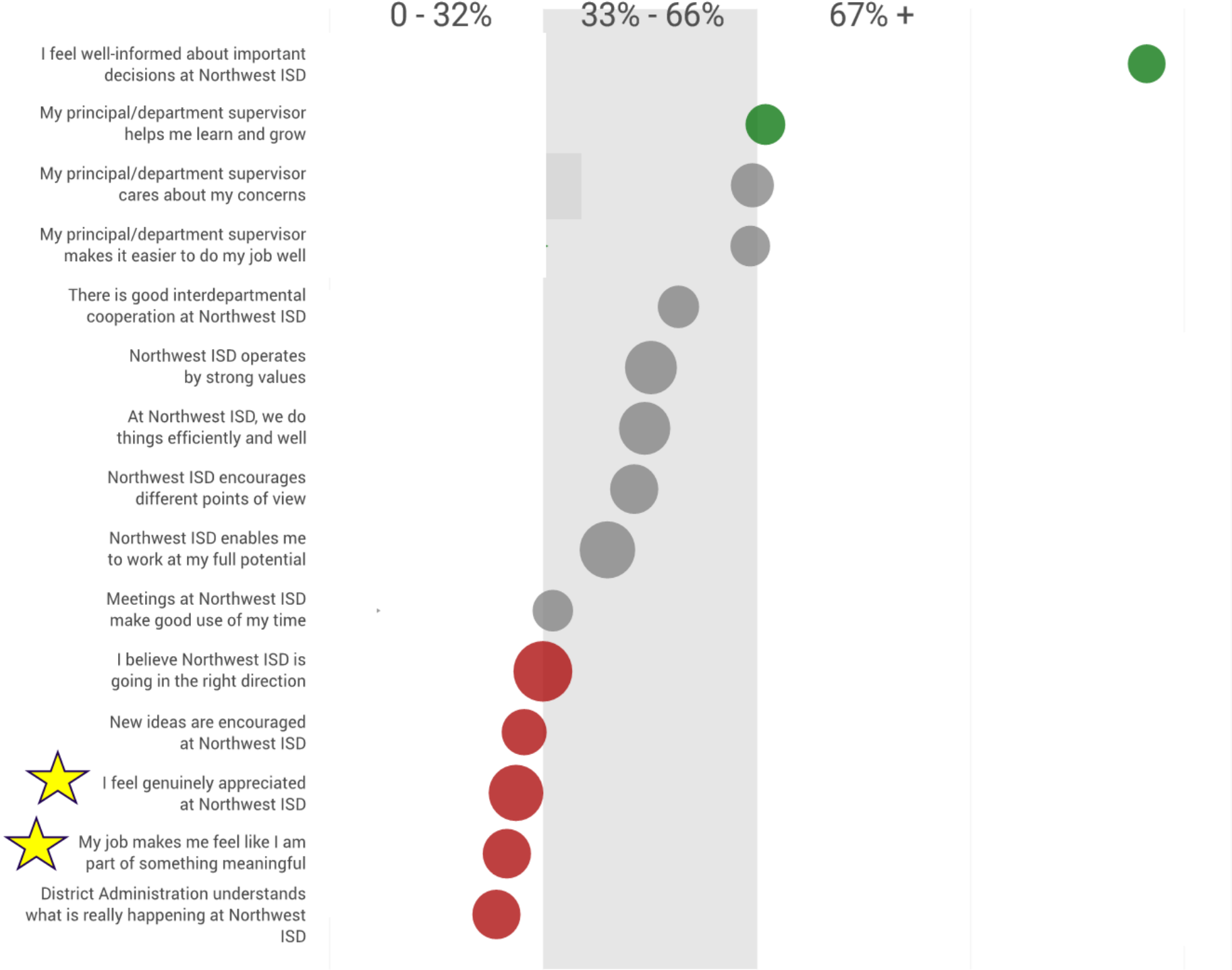
*Based on Energage and other publicly available data sources

National Average
Walk around your office. What do you see? People checking their cellphones, with one eye on the clock to see if it's time to leave. In meetings, nobody takes the lead, but there is plenty of blame to go around

Culture-aware Companies
Simply being intentional about culture makes a difference. In organizations that simply measure and care enough to find out where people stand, we see marked improvement on the national average.

Top Workplaces
Energage identifies around 5,000 Top Workplaces annually. These organizations do more than just listen, they act. They implement best practices to improve engagement. As a result, they more than double the national average for engagement

Top 10 Percent of Top Workplaces
And the very best workplace cultures? Those that have truly made employees the center of their business strategy can achieve over 80 percent engagement levels, nearly tripling the national average.



Survey statements

While there are a wide range of responses, and this may not reflect your response or even your team or Department's response, when everyone is averaged together, this is how we responded.

Circles in **green** represent scores above the 67th percentile and circles in **red** represent scores below the 33rd percentile.

“I feel genuinely appreciated at Northwest ISD.”

“My job makes me feel like I’m part of something meaningful.”

Next Steps

- Input from Faculty Advisory Council & DEIC (Google form)
- November Lead & Learn Session for Administrators
- Short survey in December on two focus areas

Questions & Answers

NISD

We appreciate you!

Questions?

Next Meeting: January 11, 2022