



Four-Year Strategic Plan

***Northwest ISD
Fort Worth, Texas***

2010 - 2014

Core Beliefs

We believe that...

- Kids come first.
- Continuous improvement is critical for success of the Northwest Independent School District.
- The success of each student is the shared responsibility of students, families, schools and communities.
- Environment influences learning.

Proposed Vision

Northwest ISD

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 provide all students a premier education preparing them to be successful, productive citizens.

Operational Goals

Goal I

Northwest ISD will provide premier programs to ensure that all students are successful 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 provide timely, open communication and positive parental and community partnership opportunities in our schools.

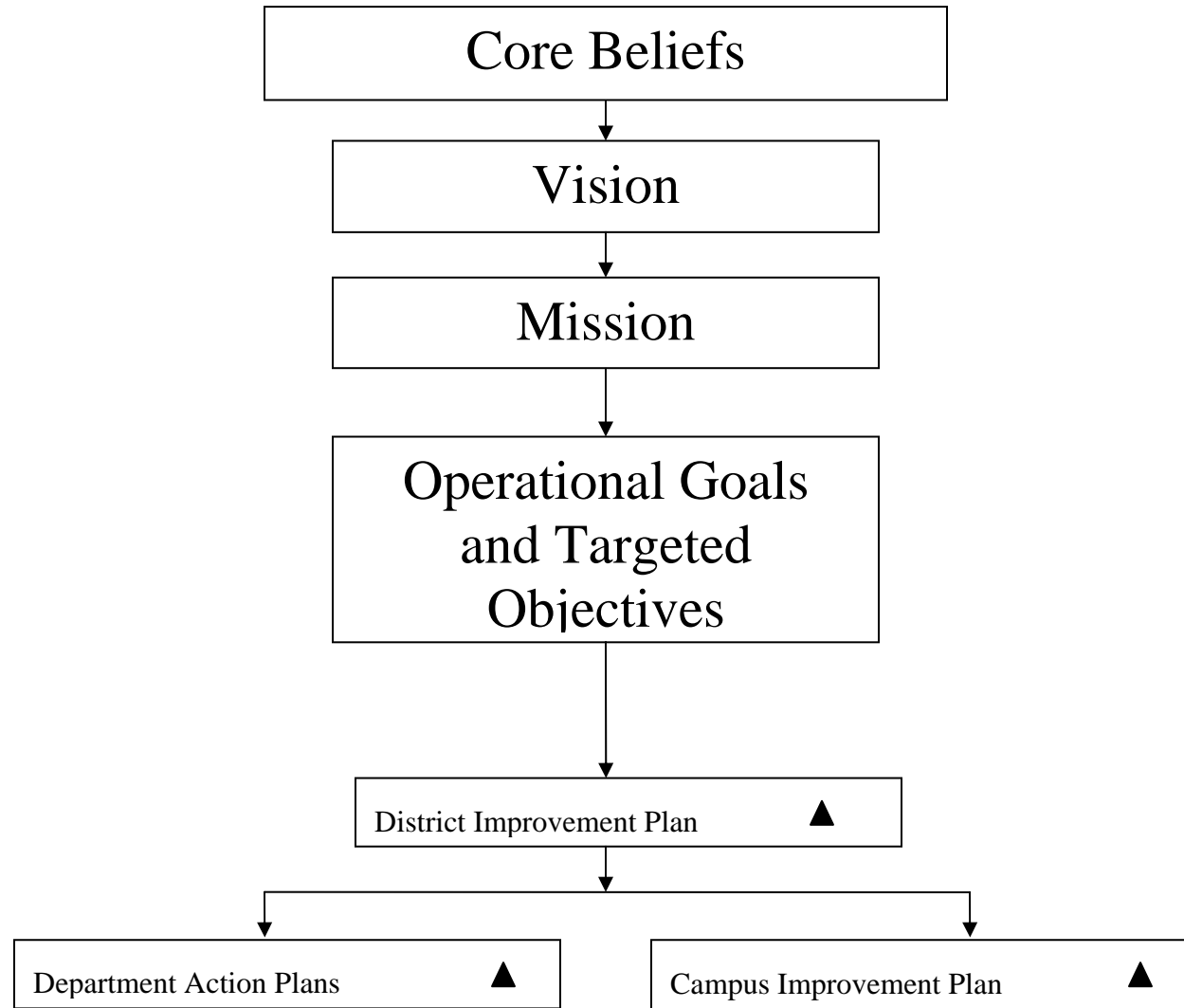
Goal IV

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.

Strategic Planning Flowchart



BOARD approves Core Beliefs, Vision, Mission, Operational Goals and Targeted Objectives.

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

Operational Goal I

Northwest ISD will provide premier programs to ensure that all students are successful learners.

Goal I – Targeted Objective A	Develop curriculum that addresses learning requirements of students as identified by The Partnership for 21 st Century Skills.
Goal I – Targeted Objective B	Transform the learning environment through relevance, engagement and choice.
Goal I – Targeted Objective C	Advance creativity, imagination and innovation through differentiation and multi-dimensional learning.
Goal I – Targeted Objective D	Provide <i>anywhere/anytime</i> learning using tools and resources available for a 24/7 environment.

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 that maximizes 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.

Operational Goal III

Northwest ISD will provide timely, open communication and positive parental and community 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, 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.