

2019-2020 DISTRICT IMPROVEMENT PLAN

August 26, 2019

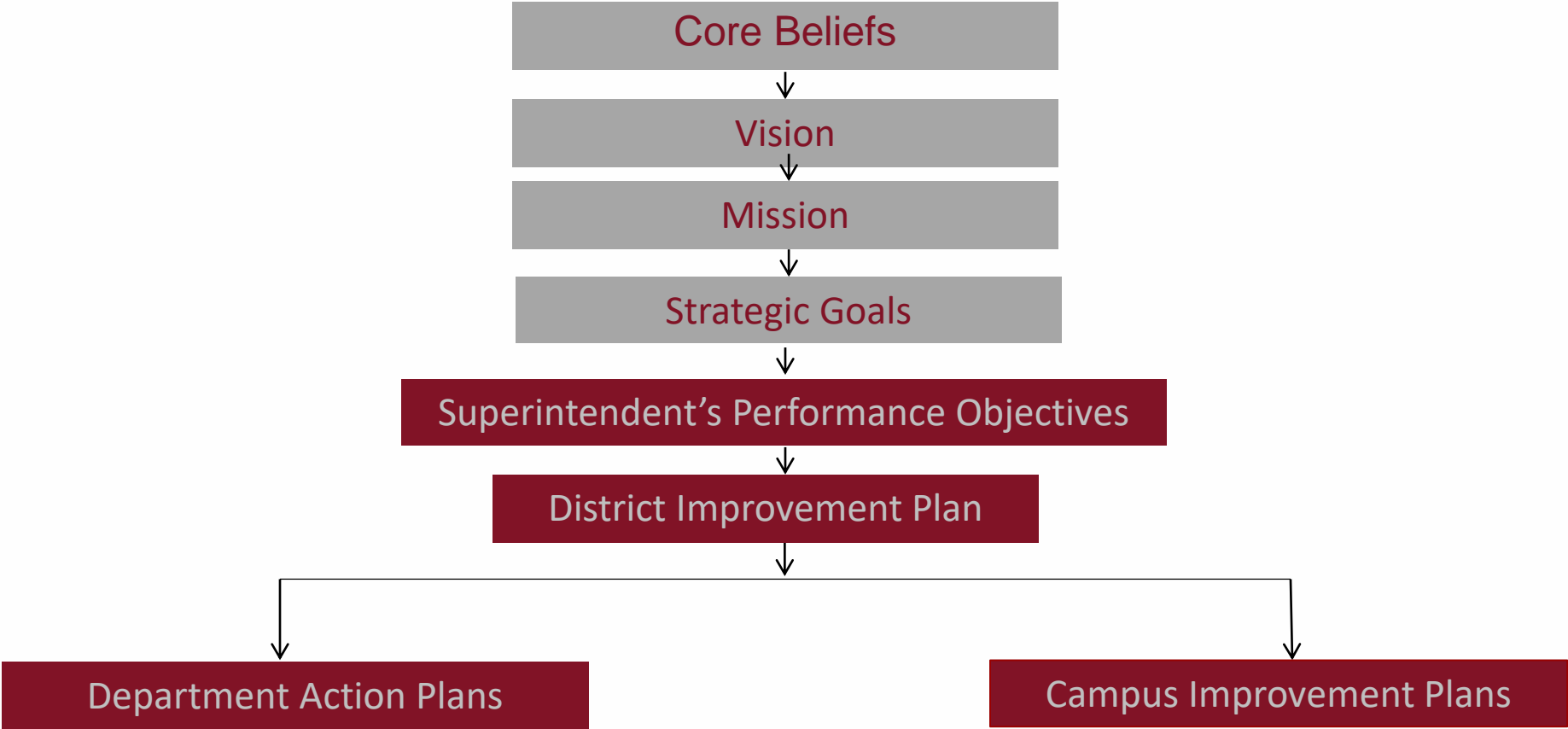
REQUIREMENTS

- 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 FLOWCHART



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.

2019-2020 DISTRICT IMPROVEMENT PLAN

- 2018-2022 Strategic Framework foundation
- Objectives align to determined 2019-2020 needs/challenges
- Objectives include Superintendent's Performance Objectives
- Tied each strategy to specific problem statement and root cause

DISTRICT IMPROVEMENT PLAN CHANGES

- Expanded needs assessment discussions
- Utilized more tracking/reporting features
- Included specific notes about NISD processes in the DIP Requirements Addendum
- Changed formative review times to November, January, and May

2019-2020 DISTRICT IMPROVEMENT PLAN



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.

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.

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 DIP Review and Approval	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	

STRATEGIC PLANNING

Superintendent's Performance Objectives

August 12

District Improvement Plan

Board Review – Aug. 26
Board Action – Sept. 9

Campus Improvement Plan

Board Review – Sept. 23
Board Action – Oct. 21

QUESTIONS / COMMENTS