



Four-Year Strategic Plan

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

2014 - 2018

Draft Refinement of Strategic Goals

Strategic Summit Guidance

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.