



Teamwork | Pride | Excellence

Northwest

INDEPENDENT SCHOOL DISTRICT



2012 Annual Report

Every student future ready



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In Northwest ISD, we are very pleased with the steady academic progress our students make and very proud of our district successes in the past year. In the last 12 months, our district has been recognized as a leader in education and has earned the following honors in Texas and across the United States:

- U.S. District Excellence Award for Digital Learning
- Best Community for Music Education (third consecutive year)
- National Exemplary School Safety Award
- CREST Award for Counseling Excellence (second consecutive year)
- High School "College Readiness" Award (second consecutive year)
- Middle School "School to Watch" Honor

Throughout this report, you'll see how we've taken a strategic approach toward reaching goals that directly reflect our vision for every student to be future ready. Our programs and initiatives are intentionally designed to prepare students for a successful future. In this report, you'll read how Northwest ISD is creating opportunities for our students that include issuing netbooks to all 6th through 12th grade students, as well as operating four career academies that provide amazing, hands-on, real-world experience. Our athletics and fine arts programs are highly ranked, and our students' standardized test scores are higher than state and national averages. The work carries on, as we strive to live by our core beliefs, including that of continuous improvement.

It's an honor to serve as superintendent of Northwest ISD—a strong system of schools, communities, and families. The Northwest ISD family includes more than 1,600 employees, another 1,500 contracted service providers, about 16,600 students and their families, and more than 70 official Partners in Education.

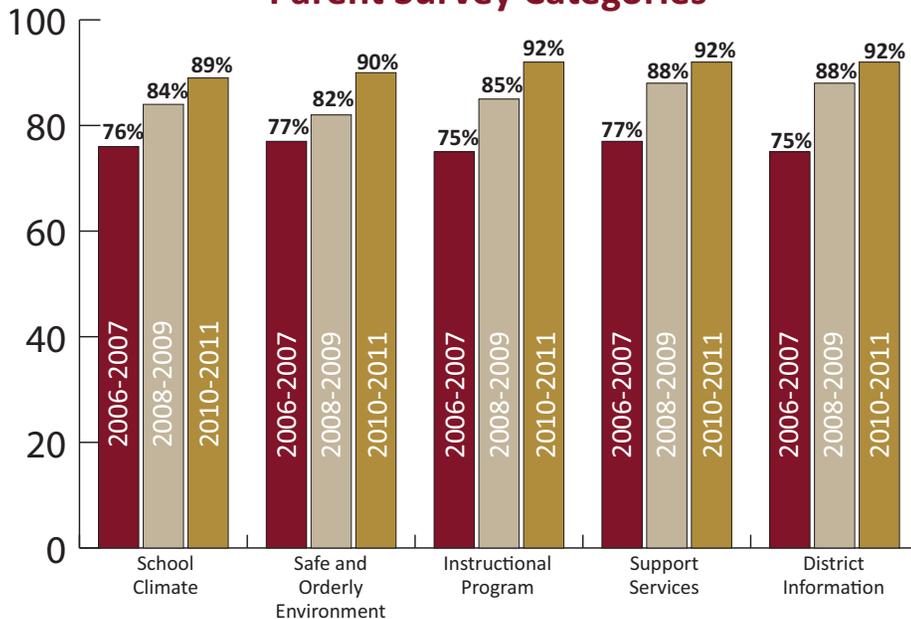
The results of our 2010 Parent Survey were a strong indicator of our district's many successes. If you look at the chart on the left, you'll see the overall survey results summarized for you, and on nearly every page of this report, you'll see where NISD parents provided the district with praise in the form of high approval ratings.

Our school board president, Mark Schluter, recently said, "We must act today to ensure that our young people will be given opportunities for success in life." In Northwest ISD, that's what we focus our work on each day: giving students the opportunities they need to succeed. This book helps tell that story of opportunity, success and future growth.

Together for the Students of NISD,

Karen G. Rue, Ed.D.
Superintendent of Schools

Parent Survey Categories



	2006-2007	2008-2009	2010-2011
School Climate	76%	84%	89%
Safe and Orderly Environment	77%	82%	90%
Instructional Program	75%	85%	92%
Support Services	77%	88%	92%
District Information	75%	88%	92%



Beliefs, Vision and Mission

Our Core Beliefs

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

Our 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

Our Mission

Northwest ISD, in partnership with parents and community, will provide all students a premier education, preparing them to be successful, productive citizens.



Strategic Goals

Goal 1

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

Goal 2

Northwest ISD will recruit, develop, retain and recognize an exceptional, highly motivated staff to optimize student engagement and learning.

Goal 3

Northwest ISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Goal 4

Northwest ISD will provide premier facilities and support systems that enhance a positive learning environment and foster student and community pride.

Goal 5

Northwest ISD will invest resources to ensure that students, parents, and the community receive optimal educational services.



Team of Eight

The Northwest ISD Board of Trustees and district superintendent participate in annual leadership training to focus on ways to move from effective to outstanding. They conduct self-studies, set goals, review board policies and procedures, and examine their roles and responsibilities. The team building helps enhance the effectiveness and efficiency of the board-superintendent partnership and forges the "Team of Eight" into a cohesive group that serves the best interests of NISD students.

Election Information

School board members are elected to a three-year term of office. On a 2-2-3 rotating basis, board seats are filled during the May elections. All board members are elected at large. While candidates run for specific places, they do not represent specific geographical areas; rather, each represents NISD at large.

Following the annual election, the board elects a president, vice-president, and secretary to serve for a one-year term. Candidates to the Board of Trustees must conform to the requirements of the Texas Education Code.



Mark Schluter
President
Place 2
Regional
Transportation
Director
Elected 2006
Term Ends 2012



Mel Fuller
Vice President
Place 7
Education
Consultant
Elected 2008
Term Ends 2014



Josh Wright
Secretary
Place 1
Education Field
Representative
Elected 2009
Term Ends 2012



Devonna Holland
Place 5
Banking Center
Manager
Elected 2008
Term Ends 2014



Kerry Jones
Place 6
High School
Counselor
Elected 2011
Term Ends 2014



Daryl Laney, D.C.
Place 3
Chiropractor
Elected 1998
Term Ends 2013

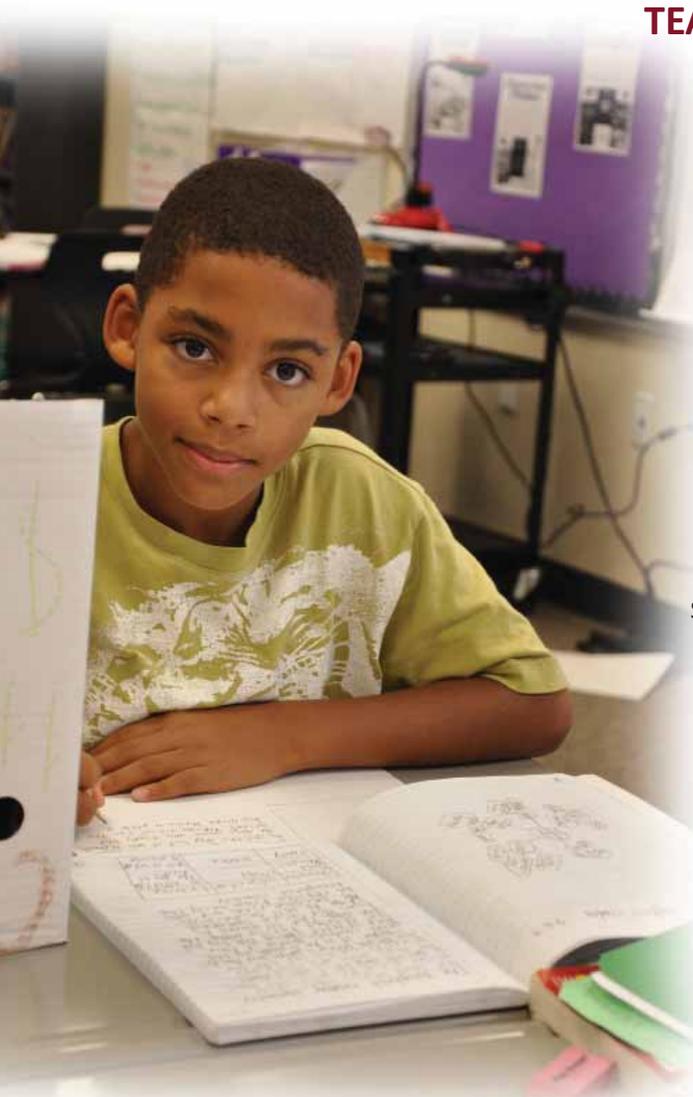


Jeannette Leong
Place 4
Social Worker
Elected 2001
Term Ends 2013



Karen G. Rue, Ed.D.
Superintendent
Appointed
by Trustees
in 2005

Every student future ready



TEA Accountability Ratings 2010-2011

Exemplary

Beck Elementary School
Granger Elementary School
Haslet Elementary School
Lakeview Elementary School
Roanoke Elementary School
Medlin Middle School

Recognized

Hatfield Elementary School
Hughes Elementary School
Justin Elementary School
Love Elementary School
Nance Elementary School
Peterson Elementary School
Prairie View Elementary School
Sendera Ranch Elementary School
Seven Hills Elementary School
Chisholm Trail Middle School
Pike Middle School
Tidwell Middle School
Byron Nelson High School

Acceptable

Northwest High School
Steele Accelerated High School*

Opened August 2011

Schluter Elementary School
Thompson Elementary School

Texas Assessment of Knowledge and Skills (TAKS)

The state introduced TAKS in 2003. The TAKS is a rigorous test aligned with the Texas Essential Knowledge and Skills (TEKS). NISD students – and all students in Texas – are preparing for the state’s new assessment system and end-of-course exams. The new STAAR system (the State of Texas Assessments of Academic Readiness) will be introduced in the spring of 2012.

Student Assessments

2011 TAKS Scores

All Students Grades 3-11

	NISD	Texas
Reading/ELA	95	90
Writing	96	93
Social Studies	98	95
Mathematics	92	84
Science	93	83

NISD Campus Accountability History

	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11
Exemplary (E)	1	1	5	12	12	6
Recognized (R)	11	11	8	3	7	13
Acceptable (A)	2	2	2	2	0	1
District	A	A	R	R	R	R

*Texas Alternative Accountability System

Steele Accelerated High School
2010-2011 Acceptable

College Entrance Exams

Students who plan to attend college may take either the SAT or the ACT. The district also participates in the Preliminary Scholastic Aptitude Test (PSAT) and the Duke Talent Search at the seventh-grade level.

2010-2011 SAT Scores

	NISD	Texas
Reading	490	488
Math	509	505
Writing	475	480
Composite	1474	1473

2010-2011 ACT Scores

	NISD	Texas
English	21.7	19.6
Math	22.9	21.5
Reading	22.8	20.7
Science	22.8	20.8
Composite	22.7	20.8

Kids come first



Student Enrollment

(as of December 2011)

Elementary School

Beck Elementary.....	618
Granger Elementary.....	811
Haslet Elementary.....	517
Hatfield Elementary.....	416
Hughes Elementary.....	599
Justin Elementary.....	506
Lakeview Elementary.....	452
Love Elementary.....	621
Nance Elementary.....	445
Peterson Elementary.....	541
Prairie View Elementary.....	402
Roanoke Elementary.....	779
Schluter Elementary.....	401
Sendera Ranch Elementary.....	478
Seven Hills Elementary.....	516
Thompson Elementary.....	396

Total Elementary School 8,498

Middle School

Chisholm Trail Middle.....	1,150
Medlin Middle.....	797
Pike Middle.....	973
Tidwell Middle.....	871

Total Middle School 3,791

High School

Byron Nelson High School.....	1,894
Northwest High School.....	2,307
Steele Accelerated High School.....	63
Denton Creek.....	40
Special Programs Center HS.....	22

Total High School 4,326

District Total Enrollment 16,615

Every student future ready

Communities in Northwest ISD Boundaries

Northwest ISD serves families in 14 different communities, spanning 234 square miles and parts of three counties (Denton, Tarrant and Wise).

NISD serves all of:

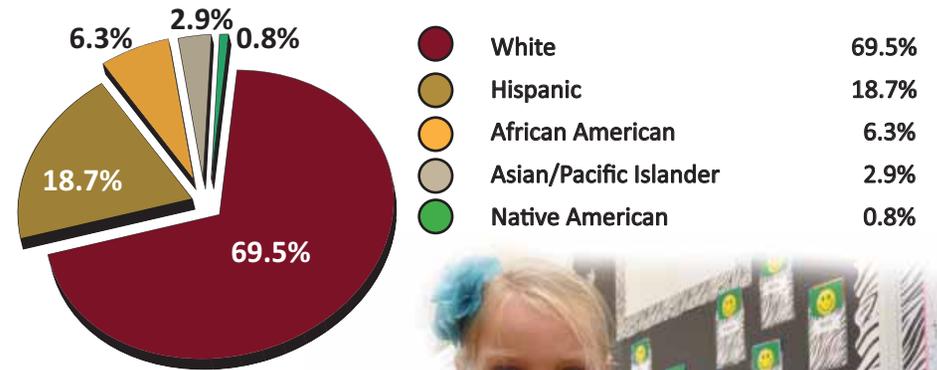
- Aurora
- Haslet
- Justin
- New Fairview
- Newark
- Rhome
- Roanoke
- Trophy Club

NISD serves portions of:

- Flower Mound
- Fort Worth
- Keller
- Northlake
- Southlake
- Westlake

Student Ethnicity

2010-2011





Goal I

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

Overview

Northwest ISD has strategically developed and established comprehensive systems designed to help students achieve at high levels. With a belief that all students will graduate both college and career ready, programs are in place to ensure there is a clear, aligned curriculum and professional development that focuses on high student success. The systemic approach has resulted in steady academic achievement growth for NISD students.

93%

Parents say their child is given the time and support needed to master the curriculum at his/her highest potential.

The Curriculum and Instruction (C&I) Division is focused on planning and providing engaging opportunities for students so the learning experience is positive, productive, and relevant. To assist

in accomplishing this, C&I staff provide support in the core content areas, gifted and talented education, career and technical education, special education, bilingual and English as a second language, instructional technology, health, physical education and athletics, and fine arts.

NISD graduates are stepping into the conceptual age of the 21st century. NISD graduates need to be inquisitive, innovative, and collaborative critical thinkers throughout their lives. They need to transfer their knowledge, understanding, and skills to new situations in new forms throughout their careers. With each significant change in a global society, high school graduates will need to adapt, learn, and relearn. Northwest ISD engages students in rigorous and relevant curriculum, instruction, assessment, and technology applications to prepare them to be lifelong learners.



Strengths

Accountability Measures

NISD has made steady academic achievement growth as demonstrated on various state and federal accountability measures.

- The AEIS reports pull together a wide range of information on the performance of students in each school and district in Texas every year. Northwest ISD results for 2010-2011 are:
 - o The district received a Recognized rating.
 - o Six campuses earned an Exemplary rating.
 - o Thirteen campuses achieved a Recognized rating.

- o In its inaugural year, James M. Steele Accelerated High School was rated Academically Acceptable, the highest ranking under the Texas Alternative Accountability System. To compare Steele to schools ranked by the state's Standard Accountability System, the campus met all requirements of a Recognized campus.

- The Gold Performance Acknowledgements (GPA) system recognizes districts and campuses for high performance on indicators other than those used to determine accountability ratings. NISD and its campuses were acknowledged for 68 indicators, including the following: college-ready graduates, commended for social studies, and the higher education readiness component for English language arts.
- The Texas Student Success Initiative requires that fifth-grade, eighth-grade, and 11th-grade students pass certain TAKS tests for promotion, and NISD students demonstrated tremendous success in meeting these expectations in 2010-2011.
- NISD met all requirements for AYP (Adequate Yearly Progress) under the accountability provisions in the No Child Left Behind (NCLB) Act. AYP criteria is based on three measures: reading/language arts, mathematics, and either graduation rate (for high schools and districts) or attendance rate (for elementary and middle/junior high schools).

Preparing Lifelong Learners

Elementary and secondary mathematics students are investigating math concepts in concrete form, then pictorial form, and finally in abstract form. Science instruction is inquiry-based, engaging students in notebooking as they hypothesize, analyze, evaluate and synthesize laboratory experiences. NISD students engage language, literature, and writing on many levels as they compare and contrast texts with each other, with their own life experiences, and with the world of experiences. They are engaged as a community of writers and a community of readers. Their in-depth understanding of world experiences is supported by a deep and complex social studies curriculum. Complement these core curriculum experiences with opportunities in technology, career academies, the arts, and athletics, and NISD graduates are optimally prepared for lifelong learning.

Point of Pride

Northwest ISD earned a Recognized district rating, with six campuses receiving an Exemplary rating and 13 schools a Recognized rating. Northwest ISD's TAKS scores are notably higher than the average state scores.

Career Academies

Northwest ISD operates four Career Academies:

- The Academy of Media Arts and Technology (AMAT)
- The Academy of Science, Technology, Engineering, and Mathematics (STEM)
- The Academy of Medical Professions (AMP)
- The Academy of Culinary Arts and Hospitality Services

Successful Learners

Career Academies combine components of both education and industry training. Career Academies include a comprehensive four-year plan of study that help students develop the core skills needed for postsecondary success, while exposing them to a diversity of careers in high-growth, high-paying areas. AMAT and STEM are located at Northwest High School, while AMP and the culinary arts and hospitality program are located at Byron Nelson High School.

Technology

Northwest ISD is unmatched in the DFW metroplex for providing 21st century tools for students and teachers. Technology in classrooms and libraries allow differentiated, interactive, and collaborative learning experiences for every student.

- Every classroom is equipped with a ceiling-mounted projector, document camera, wireless chalkboard, and teacher laptop with a docking station. Classroom Performance Systems are available on every campus and provide for effective, immediate formative assessment. In addition to computer labs, mobile labs are available to check out for student projects. Additionally, iPods, Flip video cameras, and digital cameras are available for teacher use.
- This is the second year that each student in grades 6-12 received a netbook for use at both school and home. The netbook extends learning beyond the classroom with 24/7 connectivity to digital learning resources.
- The district's learning management system (LMS), NetSchool (Moodle), continues to grow as a productive tool for students and teachers as their virtual classrooms. The LMS provides 21st century tools such as blogging, wikis, and chat (all monitored by the teacher) for students to develop collaboration, creativity, and information literacy skills.
- Distance learning programming is frequently presented in NISD classrooms. Distance learning provides students learning opportunities beyond the classroom that they might otherwise never experience. Elementary students have participated in a variety of programs including "Who Wants to be an Astronaut;" middle school students have participated in "Forces and Motion," and "Simply Marvelous Machines;" and high school students have witnessed live open heart surgeries, knee replacements, and autopsies.

Counseling

NISD is committed to providing a balanced guidance and counseling program for students from pre-kindergarten through grade 12. Counselors are state certified professionals with a master's degree in counseling, and they have had at least two years of classroom teaching experience. Each elementary campus is staffed with one full-time certified counselor. Middle schools and high schools

Point of Pride

Northwest High School has earned the state's prestigious CREST Award for Counseling Excellence for its outstanding counseling program.



are staffed according to enrollment. The average counselor-to-student ratio for secondary schools is 1:435.

The NISD belief is that a premier guidance and counseling program is student centered, based upon healthy relationships (both established and taught), and is a collaboration between students, families, schools, and communities. The district has developed comprehensive guidance and counseling programs that are designed to help students succeed.

Fine Arts

The vision of the Northwest ISD fine arts program is to be the premier school district in the state of Texas for the visual and performing arts. This vision is currently being realized through studies in the areas of art, band, cheer, choir, dance, debate, music, music theory, orchestra, speech, and theatre. In addition, advanced placement courses are available to high school students in the areas of music theory, art history, drawing, and sculpture.

NISD is proud to once again be named one of the "Best Communities for Music Education" in America. The NAMM foundation selected NISD to be included on this prestigious list of school districts for the third consecutive year based on the number of programs offered to students, school district and community support, performing arts facilities, program achievements, program budgets, and numbers of performing arts students and teachers.

Enrollment in the NISD fine arts programs continues to grow. More than 75 percent of all NISD students receive instruction in the fine arts each week. NISD is proud to offer one of the strongest and most competitive fine arts programs in the state.

Health, PE & Athletics

The NISD health, physical education, and athletics department provides a comprehensive and balanced activities program that is an essential complement to the basic program of instruction.

The purpose of the health and physical education program in Northwest ISD is to promote participation in physical activities and health-conscious behaviors that will contribute to positive attitudes toward exercise and a healthy lifestyle. The vision is to empower all students to sustain regular lifelong physical activity as a foundation for a healthy, productive, and fulfilling life.

The NISD athletic programs enhance the school district mission by providing a platform from which students are able to develop their highest potential. Participation in athletics at NISD challenged students to grow intellectually, emotionally, and physically. Athletics is offered at all four middle school campuses and both Northwest and



Byron Nelson high schools. Sports offered include football, volleyball, basketball, cross country, tennis, wrestling, swim/dive, soccer, softball, baseball, golf, track, and athletic training. The department goal is to graduate student athletes who are critical thinkers, inspirational leaders, and are able to recognize the value of commitment and strong work ethic.

Areas of Focus for 2012

District staff has focused on the following objectives in 2011-2012:

1. Develop curriculum that addresses learning requirements of students as identified by The Partnership for 21st Century Skills.
2. Transform the learning environment through relevance, engagement and choice.
3. Advance creativity, imagination, and innovation through differentiation and multidimensional learning.
4. Provide anywhere/anytime learning using tools and resources available for a 24/7 environment.

21st Century Skills

The district has identified specific strategies to achieve the objectives for the year. The Curriculum and Instruction (C&I) Division will develop a staff development program to create a district-wide

94%

Parents believe that the curriculum and instruction their child receives in core subjects is challenging and relevant to him/her.

understanding of content standards, rubrics, formative assessments, feedback for learning, alternative summative assessments, and prob-

lem/project-based learning. There is also a focus on developing a standardized rubric and summative assessment system that is aligned with content standards and 21st century learning skills. To serve as an annual measure of learning requirements as identified by The Partnership for 21st Century Skills, the district is developing a "Profile of a Graduate" that includes grade-appropriate versions.

With a new state assessment system (STAAR – State of Texas Assessment of Academic Readiness), Northwest ISD is committed to educating, informing, and guiding staff with timely information to prepare students and teachers for changes to the state's assessment system. C&I leadership will evaluate and adjust the continuum of services for special education and related services, as well as provide additional training and materials to

Point of Pride

Northwest ISD has been listed among the 2011 Best Communities for Music Education. This is the third consecutive year for NISD to be a member of such an elite group of school districts that offer comprehensive, well-rounded music education.

increase understanding of current and new compliance requirements for local, state, and federal requirements.

Transforming the Learning Environment

Motivated to transform the learning environment, C&I will encourage NISD teachers and support staff to facilitate and mediate students in self-managed problem/project-based learning that incorporates rigorous content standards while enhancing 21st century skills. Other strategies have included implementing "Generation Tx," a new campaign for schools in Texas to prepare students for all postsecondary education options, and clarifying the application process for postsecondary admission and student financial aid. In addition, all students in grades 3-12 will complete at least one problem/project-based project that they select.

97%

Parents believe their child's school offers a variety of extra-curricular activities from which he/she may choose.

Student Creativity, Imagination & Innovation

In an effort to advance creativity and innovation through multidimensional learning, the district is expanding TechnoExpo from a voluntary forum for secondary students to an expectation for all students (K-12) to produce and submit projects integrating the use of technology. If the expansion proves successful in this pilot year, the annual TechnoExpo will continue to expand and grow as a showcase for student work.

Anywhere, Anytime Learning

To provide anywhere/anytime learning, Northwest ISD has identified a number of specific strategies to facilitate this desire. The district will research and implement an online assessment management system that allows for archived and retrieved comprehensive assessment data, and will create online and hybrid courses that allow students to earn credits toward graduation. Marketing of these strategies is planned to raise parent and community awareness of the 24/7 learning opportunities.



Quality Staff

Goal II

Northwest ISD will recruit, develop, retain and recognize an exceptional, highly motivated staff to optimize student engagement and learning.

Overview

Northwest ISD believes the teacher—working with the school staff, parents, and administration—is the key to the student’s success. Northwest ISD strives to recruit and keep the best staff. With a great area in which to live, one of the top starting salaries for teachers in the state of Texas, and the most thorough and rigorous teacher training program, NISD has its pick of the top.

As a system that values its employees, Northwest ISD takes pride in having one of the top starting salaries in Texas for first-year teachers with a bachelor’s degree. Since the 2000-2001 school year, salaries have risen from a beginning salary of \$34,000 to today’s first-year teacher salary of \$48,200. The district also maintains a competitive benefit plan for its employees and offers high quality professional development for every level of employee.

92%  *Parents believe their child’s principal is actively leading their school toward educational excellence.*

to maintaining employment for all staff while other districts were forced to reduce their workforce. Northwest ISD was strategic in its efforts to improve staffing efficiency and effectively reposition its skilled, qualified staff to different positions throughout the district. With a focus on quality teaching and efficiency, the Administrative Services team successfully repositioned employees and completed a total of 126 moves for district and campus staff prior to the 2011-2012 school year.

Strengths Outstanding Employees

Northwest ISD’s hiring process is supported by a robust online application system. Those applying for a position of teacher, counselor, or librarian complete a screening process through the Ventures Style Profiler™. Applicants selected for interview at the campus level are screened by principals who have been trained to utilize the “Structured Interview” from Ventures.

92% 

Parents feel the instruction their child receives at school is relevant and is preparing him/her for the next level of education in his/her life.

School districts across Texas were faced with significant reductions in funding due to the state’s budget deficit, and Northwest ISD was committed

Once staff is hired, the Administrative Services Division hosts orientation sessions to prepare new staff. The Human Resources Department also provides new staff with dedicated webpages that address potential questions and provides helpful information. In addition, all staff can access an array of information on the Staff pages, including the district’s Employee Access Center that allows employees to review their personal contact information, payroll, and W-4 elections.

The retention of quality teachers and other staff is always an important focus for the Administrative Services team. In recent years, through an employment model called The Northwest Experience, the HR Ambassadors Program was developed. The HR Ambassadors Program builds capacity with campus and departmental office staff, and an Office Managers’ Academy was created for 2010-2011. Northwest ISD’s HR Ambassador Program is one of 12 initiatives to be honored in the Texas School Business magazine’s Fifth Annual Bragging Rights 2011-2012 special issue. This state-wide recognition is evidence of Northwest ISD’s focus on retaining the best employees.

Point of Pride



Chisholm Trail Middle School was named a Texas “School to Watch.” As a selected school, Chisholm Trail will serve as a role model and will be featured in state and national publications and participate in professional development. The Texas Schools to Watch program is an effort of the National Reform to Accelerate Middle-Grades Reform and the Texas Middle School Association.

Benefits and Wellness Programs

Northwest ISD’s self-funded medical plan is administered by United Healthcare and includes two plans from which employees can choose. The district also subscribes to an Employee Assistance Program through Care24 that is offered at no cost to all employees and members of their households. The district provides life insurance to all employees on the health plan and life insurance from MetLife Insurance to employees who choose the hospital indemnity or alternate plan. The district also operates an Employee Wellness Center that is staffed by a doctor and multiple nurses. The Wellness Center is funded through the employee insurance program and is designed to provide preventative and immediate care at no cost to employees. Other voluntary benefits include self-funded dental plans administered by United Healthcare as well as a reduced fee for service plan from QCD; a long-term disability plan offered by Hartford; a vision plan by United Healthcare; and personal sickness indemnity, personal accident/disability, income protection, cancer, intensive care, hospital confinement, and recovery plans offered by AFLAC. Employees have the option to participate in an unreimbursed medical account, as well as a dependent care account using pre-tax contributions.

Monthly health tips and topics are published in The Source staff newsletter. Employees and family members have access to health-related screening for prostate and breast cancer, and the district provides seasonal flu shots for all employees annually.



Employees and family members have access to health-related screening for prostate and breast cancer, and the district provides seasonal flu shots for all employees annually.

Highly Qualified Teachers

Northwest ISD continues to meet the standard established by the federal government that every school must have 100 percent “Highly Qualified” teachers in core subject areas by the 2007-2008 school year.

94% 

Parents say their child's teacher(s) hold and communicate high expectations for all.

Northwest ISD exceeded the national standard having 100 percent “Highly Qualified” teachers annually since the 2004-2005 school year. The district has achieved this standard again for the 2011-2012 school year. Core

subject areas include all elementary classes pre-k through 5th, plus math, science, social studies, English, foreign languages, and the arts.

Northwest ISD's hiring process ensures that the teacher applicant's credentials have been thoroughly checked to verify their teaching certification and highly qualified status before an offer of employment is made. NISD staff carefully monitor the hiring process to ensure only federally “Highly Qualified” and state-certified teachers are employed. By following this process, Northwest ISD will continue to hire only “Highly Qualified” teachers and maintain the 100 percent status.

Point of Pride



NISD's HR Ambassador Program received statewide recognition as one of 12 initiatives to be honored in the Texas School Business magazine's Fifth Annual Bragging Rights 2011-2012 special issue.

Employment Process – Background Checks

Legislative action created Senate Bill 9 which mandated that all non-certified employees, substitutes, and employees of contracted services (transportation, food, custodial) be fingerprinted beginning January 1, 2008. NISD installed a Live Scan fingerprint system in January of 2008, and was the first district in the state to purchase this system after Senate Bill 9 was implemented. All NISD employees have had full background checks, including the fingerprint process, and every service provider who works directly with students has passed a thorough background check. NISD participates in the statewide employee tracking system that provides notification to the district should a change occur in the criminal history of any employee. Additionally, an annual update confirms the continued ‘clear’ status to work with NISD students.

Point of Pride



Northwest ISD teachers have been awarded 325 grants totaling \$881,144 in the last 11 years from the Northwest ISD Education Foundation.

More than 8,500 volunteers have completed a name-based background check prior to providing services at campuses in Northwest ISD for 2011-2012.

Areas of Focus for 2012

District staff has focused on the following objectives in 2011-2012:

1. Promote a climate and culture within Northwest ISD that maximizes the core beliefs and vision of the district.
2. Recognize excellence by rewarding efforts that are successful reflections of the district's mission and goals.
3. Develop a wellness program designed to improve employee health, productivity, and wellbeing.
4. Reward continued service to the district and profession through a salary structure that is competitive and that serves as a recruiting tool.

The district has identified specific strategies to achieve the objectives for the year. The district will devote resources to highlight teachers who exemplify the district's core beliefs and vision. The Administrative Services team will also provide training and support to principals to ensure the effective utilization on interview tools to support the selection of the highest quality teachers.

Northwest ISD will continue to recognize Exemplar Educators, retirees, Employees of the Year, and the district's Elementary and Secondary Teachers of the Year at the INSPIRE Celebration. The district's recognition efforts will also include an expansion of the NISD Safe Campus program for school that meet and/or exceed district criteria for safe schools.

With the opening of the district's Employee Wellness Center, Northwest ISD will continue to promote employee health, wellness and fitness. The district's hope is that the clinic and other initiatives will have a positive impact on employee health and will result in fewer absences.



We believe in continuous improvement

Communications/Community Involvement

Goal III

Northwest ISD will provide timely, open communication and positive parental and community partnership opportunities in our schools.

Overview

Northwest ISD is the common thread that unites 14 communities spanning parts of Denton, Wise, and Tarrant counties. Given this expanse, effective communication and community involvement are critical to student success. The district strives to provide internal and external communication that is expedient, consistent, and honest.

The Communications Department vision is to be a leading model in innovative and reliable communications where community members are engaged in the NISD culture. The mission of the department is to inform and promote news in a timely manner, while embracing innovative technology, engaging the community, and positioning NISD as a premier school district.

Strengths Effective Communication

As the district grows, it is vital that each individual campus be fully engaged in the communication and marketing of student and school achievements to its public. To aid in this effort, the Communications Department staff works closely with campus administrators and conducts periodic training to improve communication skills and customer service. Communication between staff, parents, and the community is vital to student success and the district's public presence.

To guide NISD's communication and marketing efforts, the following publications and multimedia communication tools are in place:

- **Annual Report** – A comprehensive publication that outlines the work and programs that meet the district's five goals and areas of focus for the upcoming year.
- **Communications Handbook and Style Guide** – Internal handbook that includes expectations for communications, public relations tips for administrators and teachers, guides to writing style, acronyms, punctuation, and how to properly use the district's logos to maintain the artistic integrity of the Northwest ISD brand.



Point of Pride

Northwest ISD launched a newly redesigned website and created a new logo to establish a unique identity among the community. Features on the website include alerts, videos, quick links, and more. The new website and logo were created in hopes to increase greater awareness of Northwest ISD's identity and reputation.

- **Dedication Booklets** – Printed programs used to inform stakeholders about new schools and created as a piece that can be a keepsake for students, staff, and the community.
- **Document Vault** – Online tool for principals and other administrators providing access to various letters and documents that can be modified at the campus level when needed to fit specific needs.
- **Northwest Vision** – Printed newsletter that is published three times a year and mailed to every household in the NISD boundaries.
- **Northwest News** – An electronic newsletter that is published bi-weekly and delivered to approximately 15,000 email addresses.
- **School Messenger** – Automated phone messaging system used to notify parents of absences, school events, emergency notifications and school closings.
- **School Notes** – Weekly news tips and summaries used to pitch NISD stories to the local media, along with a listing of events.
- **Social Networking** – Used to share breaking news and district accolades through Facebook, Twitter, podcasts, and YouTube.
- **The NET (Northwest Educational Television)** – Includes a number of regular series of videos-on-demand that feature success stories of Northwest ISD students and staff.
- **The Source** – NISD's staff newsletter that is published monthly and available to all employees in an electronic format.
- **Volunteer Handbook** – A guide that includes models for effectively establishing and maintaining school-community partnerships.
- **Website** – Online resource that was re-designed this year to provide easy navigation and many parent-friendly features and quick links.

The Texas School Public Relations Association (TSPRA) has recognized many of NISD's publications, awarding them honors for quality, creativity, and purpose in providing resourceful information. Northwest ISD has earned TSPRA's prestigious "Crystal Commendation," several "Best of Category" awards, and numerous "Gold Stars" and "Silver Stars." In addition to state accolades, the National School Public Relations Association

92%

Parents say they feel welcome and are provided opportunities to volunteer at their child's school.



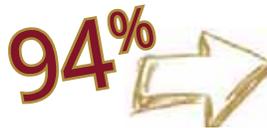
Communications/Community Involvement

(NSPRA) has recognized Northwest ISD as having top-rated publications when compared with other materials from school districts across the United States.

Community Engagement

Community involvement is a key element to student success. Northwest ISD provides numerous opportunities to engage parents and the community in the education of children. The district relies on this communication provided by the collaboration of parents, business members, students, and staff. These groups collaborate through various district and campus committees, as well as provide valuable incentives through formal partnerships.

94%



Parents say the district newsletter Northwest Vision, eNewsletter Northwest News, and NISD website provides adequate information about the school district.

Northwest ISD is actively involved in supporting, recognizing, and unifying students, staff, and members of the community. The district hosts and plans numerous events and programs, including the following:

- Community Night at the NISD Stadium
- Faith-Based Rally
- Gold Card
- Inspire Celebration (Employee Recognition Event for Retirees, Exemplar Educators, Teachers of the Year and Employees of the Year)
- Leadership NISD
- Northwest Reads
- Realtor Luncheon
- School Dedication Ceremonies
- Texas Scholar's Day
- Volunteer Appreciation Celebration

The district is proactive in collaborating with local businesses, civic organizations, and government agencies to promote development and growth in the community. NISD provides information on academic achievement, demographics, and growth-related issues. District administrators continue to meet with local, county, and state-elected officials to discuss issues that impact education and the quality of education in Northwest ISD.

With more than 8,500 volunteers and more than 70 official partners, Northwest ISD continues to grow its structured district-wide Partners in Education (PIE) program. The partnerships formed through PIE are cooperative relationships in which schools, families, communities, faith-based organizations, government

agencies, and businesses work together to ensure that all youth grow in a safe and supportive environment. Through partnerships with businesses, communities, individuals, and parents, Northwest ISD students benefit from the talents and resources of district partners. These relationships enrich learning experiences for students, and the district looks to partners for mentoring, tutoring, speaking, donations of school supplies, and sponsorship of activities. The PIE program prides itself on initiatives such as mentors, business partners, student incentive programs, Junior Achievement, Employee Perks, and a speaker's bureau for the Texas Scholar's program.

Areas of Focus for 2012

District staff has focused on the following objectives in 2011-2012:

1. Engage parents as partners to create a shared ownership of established and emerging cultures to enhance the learning of students.
2. Increase community connections and relationships that positively contribute to the academic and social success of students.
3. Engage in open dialogue and information sharing between the district and the greater Northwest community.
4. Brand Northwest ISD to promote an identity that is immediately recognizable and conveys connection and pride in the school district and its schools.

The district has identified specific strategies to achieve the objectives for the year. In an effort to help embed the Partners in Education culture and increase parent and community volunteerism, there is additional focus on collaborating with campus staff to train and empower them to strengthen the relationships and opportunities for parents and community members. With a district-led orientation and clearly-defined opportunities for volunteer involvement, it is the desire to increase the number of volunteer hours.

To enhance communication, an Online Newsroom was created to provide a convenient location to find district and campus news. The site is organized with current news releases, videos, access to social media, photos, and archives of publications. Other online communications were improved by the re-design of the district's website and the integration of new features.

Focused on the greater Northwest ISD community, forums are held in high growth areas to keep families connected to the district and to provide timely information about district initiatives and programs. Presentations are designed with the district's new logo and materials, helping to strengthen brand awareness of Northwest ISD.



Point of Pride

Northwest ISD has been recognized for excellence in school public relations and communications efforts, from the National School Public Relations Association and the Texas School Public Relations Association.

Learning Environment

Goal IV

Northwest ISD will provide premier facilities and support systems that enhance a positive learning environment and foster student and community pride.

Overview

As one of the fastest growing school districts in the state, Northwest ISD embraces the challenge of planning for new facilities and providing support to enhance student learning. Northwest ISD operates 25 separate campuses, spanning parts of three counties (Denton, Tarrant and Wise) and 14 municipalities. This includes 16 elementary schools, four middle schools, two comprehensive high schools, and an accelerated high school.

Northwest ISD, which attracts approximately more than 1,200 new students and their families each year, uses an in-depth Long-Range Facilities Plan to guide the district through its facility, planning and construction projects. A Long-Range Facility Planning Committee, comprised of parents, community leaders and school district employees, works to develop and update the master facility plan. The plan outlines and forecasts demographic projections, as well as scenarios for new schools and modifications to existing buildings and school sites. The plan also allows district officials and the Board of Trustees to be proactive and prepared for enrollment growth, as well as external factors like changes in the housing market or funding for public education.

The number of students in Northwest ISD has more than tripled since the 2000-2001 school year. The district had a little more than 5,000 students in the fall of 2000, and today there are nearly 17,000 students. Since 2000, district voters have approved more than \$666 million in bond referendums for facility construction and technology infrastructure. Northwest ISD is fortunate to have a growing commercial and residential tax base that funds the district's growth and capital project needs. In 2001, district officials set the Interest and Sinking (I&S) tax rate at \$.335. Since 2001, Northwest has not raised the I&S tax rate above \$.335 despite the voter approval of \$666,000,000 of capital bonds. This continual growth has resulted in many new schools and state-of-the-art facilities for the Northwest ISD community, including two new elementary schools that opened in August 2011.

Strengths

Capital Projects

Northwest ISD experienced a more than eight percent increase in the number of students from September 2010 to September 2011. Funding from bond referendums allowed the district to meet the demands generated by this phenomenal growth trend. In May of 2008, voters approved a \$260,000,000 capital bond referendum that was designed to meet student growth needs in the form of new schools, as well as provide funds for the replacement of roofs and HVAC systems, purchase of future school sites, and technology infrastructure.

Several projects included in the 2008 capital bond program have been completed: Schluter Elementary School, Thomp-

son Elementary School, James M. Steele Accelerated High School, Clara Love Elementary School, and the replacement school for Roanoke Elementary. Flooring replacements have been completed at Beck, Justin, Haslet, Hatfield, and Prairie View elementary schools, and the roof and HVAC systems at Justin, Haslet and Lakeview elementary schools as well as the Special Program Center and Support Services Building. Other projects include the orchestra room additions at Medlin, Chisholm, Pike, and NHS, as well as modifications for the Career Academies and other technology projects.

Point of Pride

Northwest ISD effectively implemented a two-mile eligibility rule for bus transportation, saving the district about \$1.5 million. The district saved an additional \$2.2 million by using a prototype architectural design for the district's last eight elementary schools.

Northwest ISD also opened its Outdoor Learning Center, 193 beautiful acres in Northlake, which provides an excellent opportunity for students to study nature.

Projects for the 2011-2012 school year include:

- Construction is underway for Truett Wilson Middle School, which is scheduled to open in August 2012.
- The architectural design process has begun for the district's third comprehensive high school which is scheduled to begin construction in 2013 in preparation for opening in August 2015. However, it should be noted that this schedule is contingent upon voter approval of a bond election and tax ratification election.
- Construction is underway to add classrooms and more space to the school's core areas at Kay Granger Elementary and Samuel Beck Elementary.
- Construction will begin in February to add classrooms and more space to the school's core areas at Roanoke Elementary.

99%

Parents believe that their child's school is clean and well maintained.

NISD is fortunate to have a growing commercial and residential tax base that funds the district's growth and

capital project needs. In 2001, district officials set the Interest and Sinking (I&S) tax rate at \$.335. Since 2001, Northwest has not raised the I&S tax rate above \$.335 despite the voter approval of \$666,000,000 of capital bonds.

Facilities Planning and Analysis

Northwest ISD staff continues to work with communities and developers to purchase school sites prior to the need for new school buildings. Due to the recent downturn in the economy, developments have slowed. Therefore, the purchase of new school sites has slowed. Funds for site purchases were included in both the 2005 and the 2008 capital bond programs.



In the last 10 years, Northwest ISD's student population has nearly tripled. The student enrollment was 5,600 in September of 2001 and it grew to more than 16,600 in September 2011. The district welcomed more than 1,200 new students this year and opened two new elementary schools. NISD now operates 25 separate campuses.



Learning Environment

District officials and demographers continue to accurately forecast the student enrollment of the district. The demographic projection of 16,774 students for 2011-2012 was within less than one percent of the actual enrollment in September 2011. The accuracy of these forecasts is important to ensure our schools are adequately staffed with teachers and support personnel, as well as the desire for balanced attendance zones.

With new schools opening each year, Northwest ISD must always plan for new attendance boundaries. A committee of parents and campus personnel meet to determine the best scenario for attendance zones and then make a recommendation to the Board

of Trustees. This year, middle school attendance boundaries were modified to accommodate the opening of Truett Wilson Middle School in August 2012.

Point of Pride



Continuing its award-winning practices, Northwest ISD was recognized for having the recipient of the 2011 National School Safety Award for an individual's contribution and dedication to school safety. The district also received the National Exemplary School Safety Award in 2010 and the states' Safe Schools Award in 2009.

tions Plan which addresses emergency mitigation/prevention, preparedness, response, and recovery procedures relevant to natural and human-caused disasters. The plan is updated annually and reviewed by staff, as well as emergency response personnel. The district also has a safety and security audit team comprised of campus staff members, administration staff and School Resource Officers. The teams conduct audits of every campus and facility in the district on a rotating basis every three years. Audits include climate and culture of the campus, internal and external building inspections, staff and student surveys, communication, drills, and an intruder assessment.

NISD contracts with the Denton County Sheriff's Office, Trophy Club Police Department and the Rhome Police Department to provide School Resource Officers (SROs) who are housed at Northwest High School, Chisholm Trail Middle School, Gene Pike Middle School, Tidwell Middle School and Medlin Middle School/Byron Nelson High School. The district also receives services for Roanoke Elementary through the Roanoke Police Department.

Safety and Security

Northwest ISD is 100 percent compliant with both the required and recommended school safety standards. Each campus has its own Emergency Operations



Parents say their child feels safe at school.



Parents say the school grounds at their child's school are well maintained.

Food Service



The National School Lunch and Breakfast Program at Northwest ISD is planned and managed by ARAMARK Food Services. The district takes pride in providing well-balanced, nutritious meals with active promotions for good eating habits, proper nutrition, and a healthy lifestyle. The

Northwest ISD/ARAMARK food service program employs a community dietician who provides culinary expertise and nutritional support to all NISD food service operations, as well as to promote nutrition education through the district. All foods meet the Texas Department of Agriculture Guidelines for schools; and all menus meet the Gold Standard for the Healthier US Schools Challenge.

A variety of food choices are offered at all campuses and NISD provides several easy payment methods, including cash, deduction from student accounts, and instant deposit to mynutrikids.com via credit card. Parents may manage student accounts online to keep track of their student's current balance and/or set restrictions as to what their student can purchase and when he or she may do so.

Areas of Focus for 2012

District staff has focused on the following objectives in 2011-2012:

1. 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.
2. Provide clean, safe, efficient, and effective instructional environments through proactive maintenance and custodial services.
3. Provide relevant technology resources to optimize district operations and student learning.
4. Conserve energy, reduce waste, and promote environmental stewardship among staff and students.
5. Meet fast-growth needs through a dynamic Long-Range Facility Plan that anticipates and prepares for enrollment gains.

The district has identified specific strategies to achieve the objectives for the year. To ensure a safe environment, district staff will develop and share safety tips for campuses to incorporate into their announcements, as well as collaborate with campus Watch D.O.G.S. (Dads of Great Students) regarding campus safety.

With significant reductions to the district's operating budget, NISD has implemented a budget reduction plan for custodial and landscape services that equates to \$750,000. A utility budget reduction program is also underway, with about \$1.2 million in reductions through the district's energy management program.

Northwest ISD is prepared to meet the needs of a fast-growing student enrollment by opening Truett Wilson Middle School in August 2012. Work will continue on the design of the district's new high school, which would open in coming years if funds are available.

Goal V

Northwest ISD will invest resources to ensure that students, parents, and the community receive optimal educational services.

Overview

The Northwest ISD Board of Trustees, administrators, and the district's Finance Department work diligently to balance the budget while accommodating a rapidly-growing student population. With strategic financial planning, Northwest ISD has maintained a strong fiscal position while overcoming the challenges that accompany the fast growth and status as a Chapter 41 school district. In accordance with the state's school funding standards, Northwest ISD's property value per student exceeds the state maximum, designating NISD a Chapter 41 (Robin Hood) school district that requires NISD to turn over a portion of its local tax dollars to the state. In accordance with the Chapter 41 funding formula, NISD will send \$17.2 million to the state during the 2011-2012 school year.

In 2006, Texas set limitations on school districts' Maintenance and Operations (M&O) tax rate, the portion of the tax rate that funds salaries, utilities, and basic operations as opposed to the Interest and Sinking (I&S) portion which is approved by public election to fund buildings and infrastructure. Operating under this same fixed target revenue, Northwest ISD has willingly trimmed millions from the district's operating budget over the past years, focusing on efficiency and preserving the quality education students receive.

Despite the district's careful planning and proactive measures, NISD – and other districts across the state – were faced with the most challenging financial shortfall yet faced by the state of Texas and its public schools. The Northwest ISD school board, administration, and staff worked tirelessly and strategically to position NISD students and schools to achieve great success, and was able to operate efficiently and effectively despite approximately \$8.2 million in reductions to the district's operating budget.

Strengths

Recognized for Excellence

Northwest ISD is regularly recognized for its excellence in financial services, planning, and execution, including the following honors:

- For the ninth consecutive year, NISD has received a rating of Superior Achievement under the State of Texas' Schools FIRST (Financial Integrity Rating System of Texas). Superior Achievement rating is the state's highest rating, and it reflects the quality of NISD's financial management and reporting system.



Point of Pride

Northwest ISD earned a 4.5 star rating in the Financial Allocation Study for Texas (FAST) report for low cost, high efficiency operations. The rating identifies districts that operate efficiently, achieving strong academic performance while keeping costs low.

- The Schools FIRST rating shows that the district is making the most of the taxpayers' dollars and that Northwest ISD schools are accountable not only for student learning, but also for achieving these results cost-effectively and efficiently.
- Northwest ISD has earned the Meritorious Budget Award by the Association of School Business Officials International for the fiscal years 2001-2002 through 2010-2011.
- The Distinguished Budget Presentation Award by the Government Finance Officers Association has been presented to NISD for the fiscal years 2002-2003 through 2010-2011.
- The Certificate of Excellence in Financial Reporting by the Association of School Business Officials International has been awarded to NISD for the fiscal years ending June 30, 2003 through 2009.
- NISD has also earned the Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association for the fiscal years ending June 30, 2002 through 2010.

86%

Parents believe that the financial resources of the district are spent wisely.

Strong Bond Ratings

The district's bonds are rated Aaa by Moody's and AAA by Fitch, by virtue of the Permanent School Fund of the State of Texas (PSF Guarantee). The underlying credit ratings of the district are Aa2 by Moody's and AA by Fitch. Moody's Investors Service, Inc. has upgraded the district's underlying bond rating four times over the past seven years.

In May 2008, voters passed a \$260 million bond referendum with 72 percent voter approval. The strong student and economic growth in the local area should allow the district to maintain the current bond ratings which save the district taxpayers substantial funds on interest costs.



Point of Pride

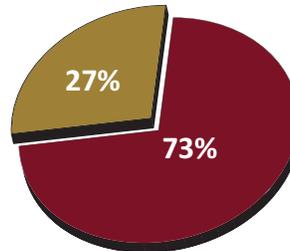
Northwest ISD has received a rating of "Superior Achievement" under Texas' Schools FIRST financial accountability rating system for eight consecutive years. The "Superior Achievement" rating is the state's highest, demonstrating the quality of NISD's financial management and reporting system.

Training

The Financial Services Department updates the district's Financial Services and Activity Funds Procedures manuals and continues to conduct twice-a-year paraprofessional training on procedures. Additionally, the department staff annually updates the Booster Clubs and School Support Organizations Guidelines and conducts annual training for the organizations' officers.



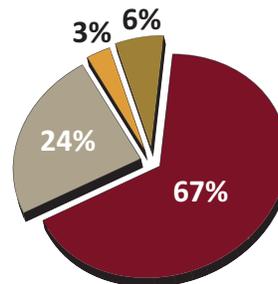
2011-2012 General Fund Revenue



- **Local Revenue – 73 percent**
Local real and personal property taxes
Temporary deposits and investments earnings
Property taxes collected for tax increment fund (TIF)
Co-curricular, enterprise services, or activities (athletic receipts)
- **State of Texas Revenue – 27 percent**
Available School Fund
Foundation School Fund
TRS (Texas Retirement System) On-Behalf Payments

Total General Fund Revenues
\$151,747,916

2011-2012 General Fund Expenditures



- **Payroll Costs – 67 percent**
All employee salaries and benefits
- **Professional and Contracted Services – 24 percent**
Utilities and contracted services (legal services, maintenance, tax appraisal, and Chapter 41 recapture)
- **Supplies and Materials – 3 percent**
General supplies and instructional materials
- **Other Operating Expenses – 6 percent**
Insurance, travel, elections, and other expenses

Total General Fund Expenditures
\$151,747,916



Your Education Dollar

Bus Ride To School	.03
Chapter 41 Recapture	.12
Cleaning/Utilities/Maintenance	.09
Co-curricular/Extracurricular	.03
Curriculum and Training	.03
District-Level Support Staff	.03
Guidance and Counseling	.03
Health Services	.01
Library	.01
Principal/Campus Administration	.05
Teachers, Aides, and Supplies	.55
Technology	.02
TOTAL	\$1.00

Financial Information

2011-2012 Budget
Financial Statistics (All Funds)

Total Assessed Valuation	\$10,307,632,937
Current Tax Rate	\$1.37500

Budget Expenditures (All Funds)

Current Expenditures:

Instruction and Related Services	\$ 90,859,436
Instructional and School Leadership	\$ 7,362,259
Support Services - Student (Pupil)	\$ 25,218,133
Administrative Support Services	\$ 3,654,806
Support Services - Non-Student	\$ 16,962,245
Ancillary Services	\$ 163,907
Total Current Expenditures	\$144,220,786

Debt Service	\$ 38,330,111
Capital Outlay	\$ 37,249,869
Intergovernmental Charges	\$ 19,491,072
Total Expenditure	\$239,291,838

Budget Revenues

Local and Intermediate Sources	\$152,776,511
State Program Revenues	\$ 41,111,911
Federal Program Revenues	\$ 6,863,988
Total Revenues	\$200,752,410

General Fund

The primary operational fund for school districts is the General Fund, which makes up 76 percent of resources for all funds. The two main sources of revenue for the General Fund are state aid and local tax levies. All instructional resources, salaries, supplies, and transportation expenses come from this fund.

Areas of Focus for 2012

District staff has focused on the following objectives in 2011-2012:

1. Ensure an instructionally driven budget process aligned with the Strategic Plan.
2. Provide relevant policy, regulatory, finance and student information systems ensuring organizational efficiencies.
3. Deliver excellence in financial management.
4. Investigate and secure funding and resources to augment the district's mission.

Budget Process

The district has identified specific strategies to achieve the objectives for the year. The Finance Division will evaluate and refine budget procedures to ensure that the budget process is instructionally driven, guided by the Strategic Plan and evolves as the district's monetary needs change. Top district officials will work together to engage appropriate planning, communications, and measures to adequately implement and provide oversight of 2012-2013 department budgets that reflect massive reductions of expenditures.

Organizational Efficiency

To ensure organizational efficiency, the district will update procedures manuals and provide relevant training for financial procedures and manuals. NISD will also upgrade the district's student management systems, eSchoolPLUS and eFinancePLUS, to the latest versions. District officials are conducting an internal audit of administrative regulations during the 2011-2012 school year.

Financial Management

To deliver excellence in financial management, district staff will:

- Review and remove time sensitive data that requires annual updates from the Emergency Procedures Manual.
- Provide electronic forms and documents to campuses and departments to allow them to print as needed, to reduce printing and paper expenses.
- Review current operational procedures and revise as needed to meet the highest standards of financial excellence as defined by financial agencies.
- Review current operational procedures and revise as needed to meet the highest standards for purchasing under TASBO guidelines.
- Review and analyze campus and department copier usage monthly to ensure cost effectiveness.

Funding and Resources

To investigate and secure funding and resources are available to augment the district's mission, Northwest ISD staff will:

- Maintain membership in the Texas School Coalition and TASBO Legislative Pipeline, as well as join the Coalition of Revenue Contributing Schools in litigation to provide adequate funding for public schools.
- Monitor, attend and testify at Texas legislative committee meetings and related conferences.
- Investigate the feasibility of revenue from establishing a Registered Trademark® for Northwest ISD, Northwest High School and Byron Nelson High School.
- Develop a communication plan for a possible tax ratification election.



Our History



Christine Buce,
a second grade teacher
at Granger Elementary
School was named the
2011 Region XI Elementary
Teacher of the Year.

Northwest ISD Celebrates 60+ Years of Excellence

The NISD story begins in the late 1800s when schools began appearing in the area amid railroads, general stores, and livery stables. In 1949, the one-school districts of Haslet, Justin, Rhome, and Roanoke joined hands to form Northwest ISD. Newark was annexed in 1973. Since Northwest ISD's creation, it has been one of the fastest growing school districts in the area. Northwest takes pride in its rich heritage as it anticipates continued growth and success.

As people are drawn to the area, Northwest is meeting the growing challenge. Bonds were approved in 1981, resulting in a new high school and Lakeview Elementary (1984). Following a 1990 bond issue, Northwest built a middle school, elementary schools in Haslet, Justin, and Roanoke, and made additions to the high school and Lakeview Elementary (1992). A new field house and renovated administrative offices opened in 1993. In 1996, patrons approved a bond program that provided the district with three intermediate schools and three middle schools (1998). The bond package also included technology updates, a state-of-the-art performing arts center (1999), and refurbishing of the oldest structures.

In February 2001, the Northwest ISD patrons approved a \$182.2 million bond program to accommodate an additional 3,000 students. This bond allowed for renovations at every school, classroom additions, the Agricultural Sciences Learning Center (2003), a new district stadium (2005), and two new elementary schools: J. Lyndal Hughes Elementary and Sonny and Allegra Nance Elementary (2005).

Patrons approved a \$224.5 million bond program in October 2005 which allowed for five additional schools: Kay Granger (2007), Sendera Ranch (2008), and O.A. Peterson (2008) elementary schools, Byron Nelson High School (2009), and John M. Tidwell Middle School (2010); additions to five existing schools, the purchase of 14 future school sites, technology infrastructure, and other classroom and program improvements.

A bond referendum was most recently approved in May 2008 in the amount of \$260 million. Designed to provide for an additional 5,950 students, this bond included funds for a fifth middle school (Truett Wilson Middle School to open in 2012); new elementary schools (J.C. Thompson Elementary and Carl E. Schluter Elementary in 2011); facility maintenance, repairs, and renovations; technology; and the purchase of nine school sites.

Northwest is fully accredited at all levels by the Texas Education Agency, and students and staff excel in many arenas.

The NISD Board of Trustees, administration, and staff are committed to making Northwest ISD the best and most sought-after district where every student is future ready. With a focus on high expectations, a common curriculum meeting the needs of all students, quality teachers, parental involvement, and full utilization of facilities, Northwest ISD will meet this goal.



Northwest Independent School District

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