

[ HANOVER  
RESEARCH ]



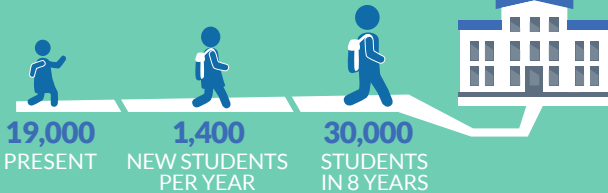
[ NORTHWEST  
INDEPENDENT  
SCHOOL DISTRICT ]

**THE DISTRICT**

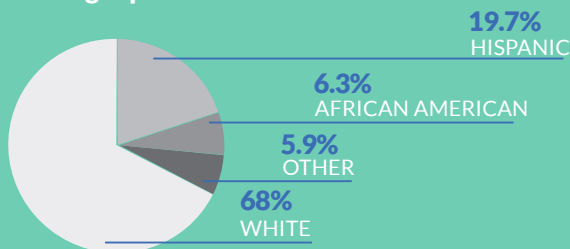


Located north of Fort Worth and west of the Dallas metroplex, Northwest Independent School District operates 27 campuses and is one of the largest growing school districts in the state of Texas.

**Enrollment:**



**Demographics:**



**Future Ready:**



**THE HANOVER PARTNERSHIP**

*"I appreciate the ability to use Hanover's literature to gain insight about what other school districts are doing. This research is helpful in giving us validated, data-driven answers into some of our district's key questions."*

*- Melissa DeSimone,*

*Dir. of Research, Assessment, & Accountability*

Northwest Independent School District (NISD) joined Hanover Research in Fall 2012 to grow the administration's program evaluation capacity and amplify pathways and support structures in college and career readiness.

**THE RESEARCH NEED**

*"Hanover helps us diagnose what the best practices in the field are, which enables us to prescribe solutions that ensure our programming aligns with industry standards."*

*- Kyle Seipp,*

*Dir. of College & Career Readiness*

398,130 Texas students completed Advanced Placement (AP) exams in 2013. NISD students accounted for 2,312 of these exams, with 77% of NISD AP students taking one or more AP exam.

When reviewing the district's success metrics, Melissa DeSimone, NISD's Director of Research, Assessment, & Accountability, hypothesized there was a missing link between current programming and the district's effectiveness in enabling postsecondary student success. She also believed that an increased focus on teacher quality, vertical alignment, and professional development would serve as key components to bridge this gap.

To validate this hypothesis, Melissa collaborated with Hanover to develop a research-driven college and career readiness initiative.

## THE RESEARCH PROCESS

### Northwest ISD's Research-Driven, Peer-Focused College and Career Readiness Initiative:

#### PHASE 1: Benchmark Current Practices



**Approach:** Hanover analysts compared existing district AP programming with state-wide scores and proven best practices, performing in-depth interviews to highlight the policies and success metrics of six peer districts.

**Outcome:** Hanover's report identified program oversight and accountability as a district-wide area for improvement.

#### PHASE 2: Build Out College & Career Support Services



**Approach:** NISD invested in talent to expand current programming through the establishment of a new position – Director of College & Career Readiness.

**Outcome:** In June 2014, NISD hired a new Director to oversee the development, implementation, assessment, and continuous improvement of programs aimed at increasing student access to postsecondary education and employment opportunities.

#### PHASE 3: Identify Key Performance Indicators

**Approach:** Using data analytics, Hanover defined a list of college readiness indicators that will be used in identifying and classifying students into two groups: "college ready" and "not college ready."

**Outcome:** NISD will use the identified indicators as a tool to monitor and track the state of its current students as they progress in their educational career.

## THE DISTRICT VALUE

NISD's motto is "Every Student Future Ready," a goal it will continue to fulfill as the college and career readiness initiative progresses. Hanover's contributions in the first phase of this iterative research process helped the district strategize how to enhance current programming, ultimately achieved through the establishment of the Director of College & Career Readiness position.

Kyle Seipp, NISD's new Director of College & Career Readiness, stated:

***"Furthering our initial benchmarking research to analyze the specific student data from SAT and ACT test scores will continue to answer big questions for our district. Given the current scope of our program, we can determine if our efforts are leading to success. Based on this research, we will know if we should keep our current program focus or redirect efforts to increase student achievement."***

As the district is projected to grow by an additional 11,000 students within the next eight years, Kyle, Melissa, and the NISD team plan to apply Hanover's research to inform upcoming future-readiness needs.

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*The Benchmarking AP Scores in Texas project was a six-week request included within NISD's year-long research partnership. All services are delivered on a fixed-fee, annual contract basis, where partners receive support within a sequential research queue across the contract terms.*

For more information regarding this case study, contact [info@hanoverresearch.com](mailto:info@hanoverresearch.com)