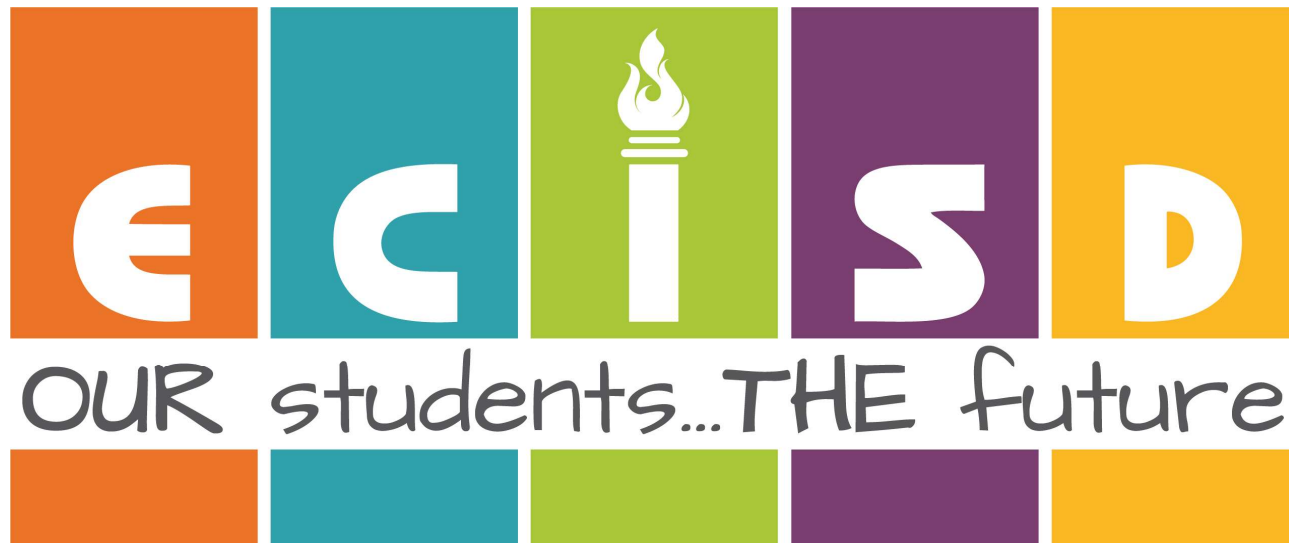


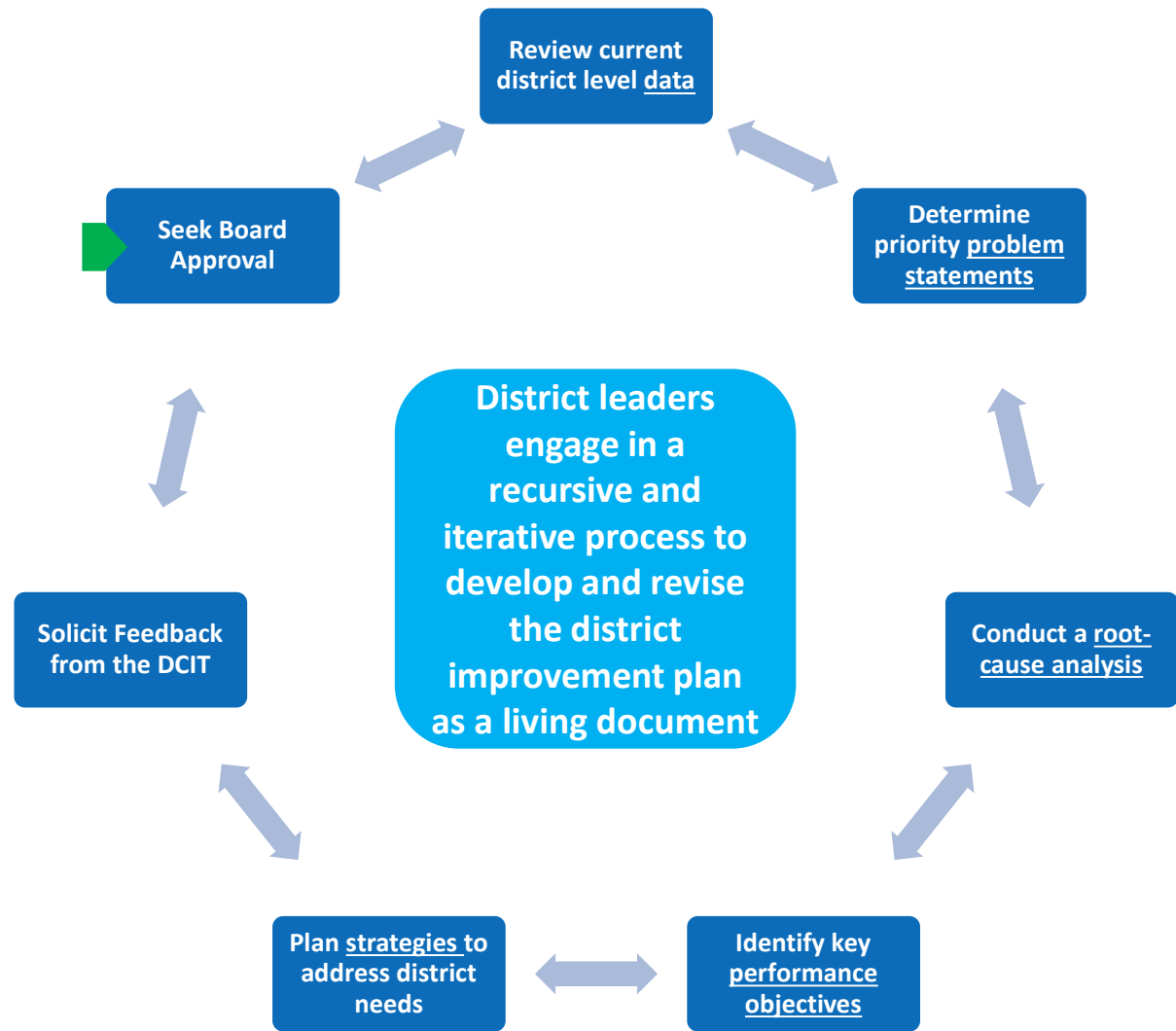
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# District Improvement Plan

**June 17<sup>th</sup>, 2025**



# Board Approval



## Slide 2

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**RT0** Add something about meeting with DCIT  
Roberto Trejo, 2025-06-04T04:13:23.810

**RT1** add a note that this is a living document  
Roberto Trejo, 2025-06-04T04:13:54.670

# District Improvement Plan Process

## Writing Priority Problem Statements (15 min)

- State the facts.
  - In 24-25, only x% of 3rd grade students were reading on grade level.
  - In 24-25, x% of classrooms were staffed by uncertified staff members.
  - In 24-25, x student population had lower achievement compared to the all district average.

Choose ONE to focus on

## Conducting a Root Cause Analysis

- Write the priority problem statement at the top of the analysis.
- Continue asking "why" until you identify a single root cause.
- Remember: individuals (students, teachers, parents) are not the root cause. Think about what truly causes this issue.

Multiple Measures of Data	
Demographics	
Problem Statement	In 24-25, only x% of 3rd grade students were reading on grade level.
Root Cause	

## Writing Measurable Objectives

### Template:

(Increase / decrease) (phenomenon) from X% to X% for (population) by (time).

### Examples:

Increase attendance from xx% to xx% for students experiencing homelessness by May 2026.

Decrease the rate SPED removals from xx% to xx% for African American student by May 2026.

Increase the number of ESL certified teachers from xx to xx by May 2026.

### S.M.A.R.T. Goals:

S – Specific

M – Measurable

A – Achievable

R – Relevant

## Writing Aligned (and Measurable) Strategies

Every strategy must be tied to a performance objective.

### Performance Objective

What we are going to do

Example: Increase the number of ESL certified teachers from xx% to xx% by May 2026.

Notice that these are measurable for progress monitoring throughout the year.

### Strategy(ies)

How we are going to do it

Example: Offer 4 full day training sessions per year to prepare for the certification exam.

X team will provide reimbursement for costs related to certification to at least X number of teachers and track the number of teachers participating in this incentive.

X team will notify teachers pending this requirement that they will provide contract addendums to teachers pending this requirement in March 2026.

# District Improvement Plan Process



# Performance Objectives

- **Goal 1: 08** Performance Objectives
- **Goal 2: 03** Performance Objectives
- **Goal 3: 13** Performance Objectives
- **Goal 4: 23** Performance Objectives
- **Goal 5: 23** Performance Objectives

## Writing Measurable Objectives

### Template:

(Increase / decrease) (phenomenon) from X% to X% for (population) by (time).

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Increase the number of ESL certified teachers from xx% to xx% by May 2026.

### S.M.A.R.T. Goals:

**S** – Specific

**M** – Measurable

**A** – Achievable

**R** – Relevant

**T** – Timely

Identify key  
performance  
objectives

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# Questions

