



Superintendent Constraints

Classroom Effectiveness

Constraint:

The Superintendent shall not allow ineffective teaching, coaching, or instructional supports that do not directly contribute to improved classroom effectiveness and student outcomes. (*Strategic Goal 1*)

CPMs:

CPM 1.1	Increase the percentage of eligible teachers receiving TIA designation from 11% in June 2025 to 15% by June 2026.
CPM 1.2	Ensure the Teaching and Learning Department develops weekly lesson decks for 100% of 1st–8th grade core content areas from August 2025 to April 2026, up from 0% in August 2025.
CPM 1.3	Conduct three instructional rounds-based learning walks per campus, led collaboratively by district and campus administrators, by June 2026 (baseline: 0% in 2025).

Finance

Constraint:

The Superintendent shall not manage district finances in a manner that is inconsistent with the law or compromises on long-term fiscal health, transparency, or alignment with student-centered priorities. (*Strategic Goal 5*)

CPMs:

CPM 2.1	Increase the number of submitted grant reports outlining programming, spending, and compliance from two annually to four by June 2026 (one per quarter).
CPM 2.2	Present monthly financial reports and bond updates, increasing from 0 to 9 presentations between November 2025 and June 2026.
CPM 2.3	Present one annual financial report by June 2026 that aligns budget allocations with Board-approved goals (baseline: 0 reports in 2025).



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Major Decisions

Constraint:

The Superintendent shall not make major decisions affecting district programming or restructuring without presenting a draft proposal to the Board prior to implementation.

CPMs:

CPM 3.1	Hold one annual Administrative Retreat with the Board between August 2025 and July 2026 to provide departmental and campus overviews.
CPM 3.2	Ensure each department presents programming or restructuring updates at least once during quarterly Board workshops between August 2025 and July 2026.
CPM 3.3	Develop and maintain a calendar of departmental information presentations ensuring that each district department shares major initiatives and at least one department update during Board business meetings through July 2026.

Positive School Culture

Constraint:

The Superintendent shall not enforce or tolerate practices that undermine a positive school culture; ensuring all policies and actions promote inclusivity, respect, and a supportive environment for students and staff. (*Strategic Goal 4*)

CPMs:

CPM 4.1	Implement a comprehensive character education system at 100% of campuses by July 2026, starting August 2025.
CPM 4.2	Launch a district-wide employee wellness program and host at least six health and well-being events between August 2025 and July 2026.
CPM 4.3	Increase the number of advisory meetings for student and staff groups from two to four annually by July 2026.

Talent Acquisition and Retention



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Constraint:

The Superintendent shall not pursue talent strategies that fail to prioritize the recruitment, retention, and support of highly qualified and diverse educators. (*Strategic Goal 2*)

CPMs:

CPM 5.1	Reduce annual teacher turnover by 2% by June 2026 compared to the 2024–2025 baseline.
CPM 5.2	Increase the percentage of certified teachers in core content areas from 67% to 69% by June 2026.
CPM 5.3	Decrease the percentage of uncertified new hires from 51% to 49% by June 2026.