

Decatur Independent School District

District Improvement Plan

2024-2025 Goals/Performance Objectives/Strategies



DECATUR
INDEPENDENT
SCHOOL DISTRICT

Mission Statement

Mission: Empowering lifelong learners to be visionary leaders in local and global communities.

Vision

Vision: An exceptional district; empowering students for life.

Motto: Strong Roots, Powerful Wings

Core Beliefs

In Decatur ISD, we believe:

Students are encouraged and held accountable in a safe and accepting environment to prepare them for real-world experiences after graduation.

Parents and families are true partners who both give and receive support and share in setting high expectations for student success.

Faculty and staff are caring and dedicated educators who support each student with integrity, compassion, and professionalism.

Campus administrators are visionary leaders striving for transparency, consistency and positive two-way communication, in a way that creates an environment of collaboration and creative problem solving for student success and staff engagement.

The superintendent and central office staff are dedicated, transparent and supportive professional educators who are approachable, visionary, and consistent.

The Board of Trustees are a supportive team who are good effective communicators and whose actions are grounded in strategic direction and trust.

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Goals

Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.

Performance Objective 1: Students will be safe and secure while attending Decatur ISD schools.

Evaluation Data Sources: Safety audit report data
Threat Assessment Data

Strategy 1 Details	Reviews			
<p>Strategy 1: Sustain and enhance school emergency operation procedures</p> <p>Strategy's Expected Result/Impact: Safety training drills will be performed and documented per state and district requirements. Weekly exterior door examinations will be performed and documented. These protocols will both reduce the possibility of danger and also aide students with skills should there be an emergency.</p> <p>Staff Responsible for Monitoring: Emergency Management Coordinator Executive Director of Operations District Administration</p>	Formative			Summative
	Nov	Feb	Apr	June


No Progress


Accomplished


Continue/Modify


Discontinue

Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.

Performance Objective 2: By third grade, at least 80% of students will perform at approaches and 50% at meets or above on the STAAR math and the STAAR reading test.

HB3 Goal

Evaluation Data Sources: 3rd-12th Annual Growth Measure: STAAR (Appr, Meets, and Masters)

1st-2nd Annual Growth Measure: ISIP

PK- K Annual Growth Measure: Circle PM, TxKea

All Elementary BOY, MOY, and EOY ISIP scores will be monitored to track student progress at the elementary level. 2nd-12th Interim & Common Assessment data will be monitored to track student progress. All BOY, MOY, and EOY benchmarks/interim data will be presented to the board.

Reading Language Arts

PK...EOY 2024: 80% ...Goal 2025: 87%

K...EOY 2024: 93% ...Goal 2025: 95%

1st...EOY 2024: 69% ...Goal 2025: 74%

2nd...EOY 2024: 57% ...Goal 2025: 64%

3rd...EOY 2024: 76% ...Goal 2025: 83%

4th...EOY 2024: 86% ...Goal 2025: 90%

5th...EOY 2024: 76% ...Goal 2025: 83%

6th...EOY 2024: 76% ...Goal 2025: 83%

7th...EOY 2024: 76% ...Goal 2025: 83%

8th...EOY 2024: 87% ...Goal 2025: 90%

English 1...EOY 2024: 64% ...Goal 2025: 71%

English 2...EOY 2024: 75% ...Goal 2025: 82%

Math

PK...EOY 2024: 80% ...Goal 2025: 85%

K...EOY 2024: 93% ...Goal 2025: 95%

1st...EOY 2024: 91% ...Goal 2025: 95%

2nd...EOY 2024: 57% ...Goal 2025: 64%

3rd...EOY 2024: 74% ...Goal 2025: 79%

4th...EOY 2024: 67% ...Goal 2025: 72%

5th...EOY 2024: 73% ...Goal 2025: 80%

6th...EOY 2024: 73% ...Goal 2025: 80%

7th...EOY 2024: 35% ...Goal 2025: 45%

8th...EOY 2024: 87% ...Goal 2025: 90%

Algebra 1...EOY 2024: 76% ...Goal 2025: 83%

Science

5th...EOY 2024: 50% ...Goal 2025: 60%

8th...EOY 2024: 80% ...Goal 2025: 87%

Biology...EOY 2024: 94% ...Goal 2025: 97%

Social Studies

8th...EOY 2024: 54% ...Goal 2025: 60%

US History...EOY 2024: 98% ...Goal 2025: 99%

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue to improve in delivering Tier 1 and Tier 2 instruction in English and Spanish using district-approved curriculum and by implementing MTSS with fidelity.</p> <p>Strategy's Expected Result/Impact: Improvement in STAAR, TPRI, TXKea, Istation, and Circle PM assessments; specifically improvement in the areas of Approaches/Meets/Masters (on or above, levels 3,4,5) will support student growth and increase student academic success. Common assessments for 2-12th grades across the district will help determine trends earlier so that instructional adjustments can be made in a more timely manner. The DISD MTSS Plan provides the framework, guidance, and expectations with strategies and resources for teachers for Tier 1, Tier 2, and Tier 3 interventions for students struggling academically. The plan was shared with teachers over the summer to ensure there are no surprises for the 23-24 school year. Systems to track student progress and a process to document those students struggling as well.</p> <p>Staff Responsible for Monitoring: Teachers Campus Administration T & L Department</p> <p>Results Driven Accountability</p> <p>Funding Sources: Intervention teachers and aides - Title I - \$370,056, Bilingual aides - Title III - \$52,908, Instructional Coach - Title II - \$97,563, Instructional staff - Comp Ed - \$1,435,410, Instructional Staff - ESSER III - \$456,592</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure guaranteed, viable curriculum/scope and sequence approved by TEA across all grade levels. Elementary will be in year three of Eureka Math and PhD Science (English and Spanish) implementation.</p> <p>Strategy's Expected Result/Impact: Instructional delivery of curriculum aligns with TEKS and includes a meaningful scope and sequence based on content that is user-friendly for teachers. It provides students with the tools they need to be successful in school and in life. Curriculum implementation will show improvement in student achievement as it relates to STAAR, TPRI, TXKea, and Istation. Istation data at elementary is tracked for BOY, MOY, and EOY ISIP in reading and math. STAAR- like benchmarks, TPRI, and TXKea, are assessed BOY, MOY, and EOY. Common assessments for 2nd-12 grade in STAAR tested content will be collected each six weeks.</p> <p>Staff Responsible for Monitoring: Teachers, principals, T & L Department will be working with Region 11, Eureka Math, and PhD Science Administration looks at lesson plans to make sure the curriculum is being utilized.</p> <p>Problem Statements: Demographics 1, 2</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Sustain instructional coaching model with PhD Science, Eureka Math, and HMH ELA/SLA curriculums. (DISD will work with Region 11, Eureka Math, and PhD Science directly to implement curriculum and training with formal observations each semester.)</p> <p>Strategy's Expected Result/Impact: Teachers will internalize the curriculum and feel comfortable with teaching the content. Teachers received training during the summer, beginning of school, and during the school year. Training at the campus and district level coupled with observations and follow-up conversations will provide effective instructional practices that will enhance student success.</p> <p>Staff Responsible for Monitoring: T& L department Campus Administration Teachers</p> <p>Problem Statements: Demographics 1, 2</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Teachers of emergent bilinguals will routinely target both Spanish and/or English linguistic and academic growth within content through the analysis of data, the direct reinforcement of vocabulary and skills, and the contrastive analysis of the two languages.</p> <p>Strategy's Expected Result/Impact: Lesson plans and delivery will address corresponding ELPS alongside the TEKS. Content instruction will include regular academic conversations between students in the language of instruction that allows them to strategically practice the vocabulary and sentence structures. Small group instruction during literacy will serve as a metalinguistic opportunity to connect students' knowledge of the similarities and differences in one language to the other. TELPAS results will yield an improvement of 5% in the composite score.</p> <p>2024 TELPAS Composite Actual Scores to 2024 TELPAS Composite Goal Scores:</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Teaching and Learning T&L Department Campus Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Central and campus administration will continue to highly encourage all elementary teachers and all secondary English Language Arts teachers to obtain their ESL certification . Administration will also continue to highly encourage all bilingual/dual language teachers responsible for Spanish instruction to obtain their bilingual certification.</p> <p>Strategy's Expected Result/Impact: The number of uncertified ESL ELAR classrooms reported on TEA's annual ESL Waiver application will decrease by 6 teachers by the end of 2023-2024. By the 2024-2025 school year, all bilingual teachers will have obtained their bilingual certification.</p> <p>*August 2023 DISD ELAR Teachers without ESL certification: 31 *May 2024 DISD ELAR Teachers without ESL certification: 25 (GOAL)</p> <p>*August 2023 DISD Bilingual Teachers without bilingual certification: 5 *August 2024 DISD Bilingual Teachers without bilingual certification: 0 (GOAL)</p> <p>Students will receive daily ESL strategies from an ESL certified ELAR teacher that are embedded in ELAR instruction, thereby satisfying the state's legal requirement for program delivery. Bilingual students will receive biliteracy instruction from a fully credentialed bilingual teacher. The integration of language-rich strategies during ELAR instruction will positively impact the literacy learning of all students (EBs and English proficient) as evidenced by an increase in student achievement results.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Human Resources T&L Department Campus Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June






Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: The district has high academic standards for all students. Currently, there are students on every campus that are not making a minimum of a year's growth academically. Root Cause: The district needs to close the achievement gap by analyzing data and progress to drive instruction, utilizing best instructional practices, and using research-based curriculum and resource allocation and prioritization. The pandemic resulted in many students learning asynchronously. As a result schools are trying to close the gap for multiple years of missed content within one school year.</p> <p>Problem Statement 2: As the diverse needs of our students continue to grow, the performance of all of our students has become a priority. The achievement gap between our highest performing students and lowest achieving student groups continues to be an area of focus within every sub population group. Root Cause: Students come to the district with a wide range of social and academic needs. We continue to evaluate our programs and use data to determine best instructional practices to ensure consistent Tier 1 instruction using state approved resources and consistency of expectations to meet children where they are.</p>

Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.





Performance Objective 3: DISD will provide a specific and individualized experience for every high school senior that ensures a path to college and / or career readiness.

HB3 Goal

- Evaluation Data Sources:** 4 year plan completion data
 Post secondary school acceptance rates
 IBC data collected at the end of each semester
 AP passing rates of a score of 3, 4, or 5 at the end of the school year
 Dual Credit Enrollment data
 ACT/ SAT/TSIA
 Scholarships awarded data
 Annual growth measure on STAAR of meets and masters

Strategy 1 Details	Reviews			
<p>Strategy 1: 100% of incoming freshman will create a four-year plan that includes a pathway to become college, career or military ready by end of freshman year.</p> <p>Strategy's Expected Result/Impact: Students will know what is expected and have a plan throughout their high school career to help them become college, career and military ready. Industry based certifications acquired by students will aid in acceptance to technical schools or skilled employment. College and/ or career readiness protocols imbedded in counselor's key work will result in 100% of high school students with a viable a four year plan by end of freshman year.</p> <p>Staff Responsible for Monitoring: Counselors CTE Teachers DHS Campus Administration Assistant Superintendent for Teaching and Learning</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Feb	Apr	June





Strategy 2 Details	Reviews			
<p>Strategy 2: Based on local labor market data, DISD will continue to build on the current CTE programs of study. Strategy's Expected Result/Impact: Students will have a focussed pathway within a program of study and the pathway will result in a(n) industry-based certification(s) and/or completer status. DISD will continue to track student-earned certifications and student certifications will increase by 3% each year. Staff Responsible for Monitoring: HS Administration Asst. Superintendent of T & L</p> <p>Results Driven Accountability Funding Sources: CTE teacher - Carl Perkins CTE - \$30,288</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: DISD will continue to explore options, assess enrollment, and ensure alignment of courses for college credit (AP/Dual Credit). Strategy's Expected Result/Impact: Students will have an opportunity to complete advanced placement and dual credit courses to prepare for college and ensure post graduation success. Staff Responsible for Monitoring: Counselors DHS Administration Assistant Superintendent for Teaching and Learning</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: 100% of seniors will have met with counselors by mid-semester to ensure that they are on-track to graduate upon completion of their four year plan. Strategy's Expected Result/Impact: Counselors will meet with every senior individually to review transcripts and talk about plans after high school within the first semester. Counselors will meet individually with students who are failing to talk about grades, assess what strategies may help them to be more successful, and set goals for the remainder of the school year. Students will know what is expected and have a plan throughout their high school career to help them become college, career, and military ready. Staff Responsible for Monitoring: Counselors HS Administration CTE Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 5 Details	Reviews			
<p>Strategy 5: TSIA2 assessment will be given to students at Decatur High School to improve college readiness completion rate. Fall 2024 - All Sophomores will test in Reading Language Arts and All Seniors that have not met CCMR qualifications will test in Reading Language Arts and Math.</p> <p>Strategy's Expected Result/Impact: More students will meet the required college readiness cut scores and be prepared to enter a college, university or training school or program without additional remediation. Students that do not meet the required cut scores will be provided a tutoring program and retested at a later date.</p> <p>Staff Responsible for Monitoring: HS Administration Counselors Campus Testing Coordinator</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.

Performance Objective 4: As digital resources become more prevalent, the district will empower students with the knowledge and skills necessary to embrace digital citizenship, enabling them to make responsible choices in the digital world, thereby positively impacting both their own growth and the world around them.

Evaluation Data Sources: Neptune Navigate Digital Citizenship Program
Technology & Learning Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: Establish responsible digital citizenship standards and expectations through the implementation of a digital citizenship curriculum for K-12th grade students with Neptune Navigate. Students complete monthly lessons pertaining to digital citizenship, media literacy, online privacy, and cyber awareness.</p> <p>Strategy's Expected Result/Impact: Establish digital citizenship standards and expectations so students can make responsible choices in the digital world</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Teaching & Learning Instructional Systems Coordinator Campus Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Update standards and expectations as technology changes. Provide support and online training and awareness campaigns that are up-to-date and relevant.</p> <p>Strategy's Expected Result/Impact: Stay up to date with educational technology trends, standards, and expectations.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Teaching & Learning Instructional Systems Coordinator Director Of Technology</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				


Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.


Performance Objective 5: Ensure equitable access to technology devices and digital resources, empowering all students to develop the essential technology skills required for success in the 21st century.


Evaluation Data Sources: Canvas LMS
ClassLink SSO

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue to implement a 1:1 program that allows all students to have access to an appropriate technology device that allows them to demonstrate and showcase their learning in creative, diverse ways.</p> <p>Strategy's Expected Result/Impact: Students develop essential technology skills required for success in the 21st century.</p> <p>Staff Responsible for Monitoring: Director of Technology Asst. Superintendent for Teaching & Learning Instructional Systems Coordinator</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Review, update, and share digital resources that align with the district Instructional Technology Selection Matrix and district goals.</p> <p>Strategy's Expected Result/Impact: Sharing digital resources that align with the district Instructional Technology Selection Matrix ensures they remain up-to-date and align with curriculum standards and educational objectives.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Teaching & Learning Instructional Systems Coordinator T&L Department</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All students will have access to a learning management system (LMS) to enhance learning that provides relevant course materials, interactive opportunities and support.</p> <p>Strategy's Expected Result/Impact: The LMS provides a platform for interactive learning, where students can participate in online activities and assessments. Educators will use the LMS to provide instructional materials, resources, and feedback to students based on their individual needs.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Teaching & Learning Instructional Systems Coordinator T&L Department Campus Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Ensure that digital instruction and assessments are more frequently administered online to enhance students' digital literacy and adaptability.</p> <p>Strategy's Expected Result/Impact: Implementing online assessments will expose students to digital tools and platforms, helping them develop essential technology skills required for success in the 21st century. District curriculum based assessments for 2nd-12th in STAAR tested grade levels will be administered in the Eduphoria Aware online assessment platform, which allows students to become familiar with an online testing platform that is similar to the STAAR state assessment.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent for Teaching & Learning T&L Department Campus Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 1: DISD supports students in a multitude of ways to nurture learning and ensure high performance.

Performance Objective 6: Improve daily attendance with a minimum daily attendance rate of 96% at every campus.





Evaluation Data Sources: Attendance Rates are tracked weekly at a district and campus level

Strategy 1 Details	Reviews			
<p>Strategy 1: Low student attendance rates significantly hinder academic achievement and progress across all grade levels within our district. Campuses will increase awareness and understanding among students and their families about the critical relationship between regular attendance and academic success through social media, newsletters, grade level competitions etc.</p> <p>Strategy's Expected Result/Impact: Students will improve academically because they are at school receiving instruction from their teacher.</p> <p>Staff Responsible for Monitoring: Teachers Administrators Central office</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: DISD values our employees and invests in their growth to ensure a highly effective and engaged staff.

Performance Objective 1: 2.1 Staff will be safe and secure.





Evaluation Data Sources: Safety training drills (quantity)
 After action reports (effectiveness)
 Protocol in place
 Survey results

Strategy 1 Details	Reviews			
<p>Strategy 1: Sustain and enhance school emergency operation procedures</p> <p>Strategy's Expected Result/Impact: By providing CRAZE training for staff, EOP training for staff, implementing a Defender program and implementing more robust and frequent drills, the staff will feel equipped and prepared in the event of an emergency and have confident skills to ensure safety of students and themselves.</p> <p>Staff Responsible for Monitoring: Administration Executive Director of Operations Emergency Management Coordinator</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct staff satisfaction survey</p> <p>Strategy's Expected Result/Impact: Staff will be surveyed for satisfaction across multiple areas including safety. The results of the survey will guide the district towards future goal setting and strategies which will increase the safety and well begin of staff.</p> <p>Staff Responsible for Monitoring: District Administration</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: DISD values our employees and invests in their growth to ensure a highly effective and engaged staff.

Performance Objective 2: Staff development and growth will increase effectiveness and build capacity.

Evaluation Data Sources: 100% of required training is completed
 Training participation records(sign-in sheets for DISD trainings)
 Implementation of strategies evident in observations and evaluation processes

Strategy 1 Details	Reviews			
<p>Strategy 1: The 2024-2025 Professional Development Plan for all staff will focus on Tier 1 instruction-specifically best practices, utilizing resources with fidelity, deconstructing the TEKS to improve academic achievement for all our students.</p> <p>Strategy's Expected Result/Impact: Providing meaningful professional development based on the needs of our staff as it relates to curriculum and instructional strategies will instill teacher confidence and ensure students are receiving a well-rounded educational experience.</p> <p>Staff Responsible for Monitoring: Teaching and Learning Department Administration Teachers</p> <p>Problem Statements: Demographics 1, 2, 3 - Student Learning 1 - District Processes & Programs 1</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: DEIC will review PD survey results and provide feedback for the development of the PD plan that builds on the work and training that occurs in the 2024-2025 school year.</p> <p>Strategy's Expected Result/Impact: Teacher and community involvement will provide ownership in teacher professional development as it relates to student achievement.</p> <p>Staff Responsible for Monitoring: T& L department Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Performance Objective 2 Problem Statements:

Demographics

Problem Statement 1: The district has high academic standards for all students. Currently, there are students on every campus that are not making a minimum of a year's growth academically. **Root Cause:** The district needs to close the achievement gap by analyzing data and progress to drive instruction, utilizing best instructional practices, and using research-based curriculum and resource allocation and prioritization. The pandemic resulted in many students learning asynchronously. As a result schools are trying to close the gap for multiple years of missed content within one school year.

Problem Statement 2: As the diverse needs of our students continue to grow, the performance of all of our students has become a priority. The achievement gap between our highest performing students and lowest achieving student groups continues to be an area of focus within every sub population group. **Root Cause:** Students come to the district with a wide range of social and academic needs. We continue to evaluate our programs and use data to determine best instructional practices to ensure consistent Tier 1 instruction using state approved resources and consistency of expectations to meet children where they are.

Problem Statement 3: The district has high academic standards for all students. Currently, there are students on every campus that are not making a minimum of a year's growth academically. **Root Cause:** There has been significant turnover in the last four years among campus and central office personnel causing inconsistency with accountability and goal focus.

Student Learning

Problem Statement 1: Many of our students are not meeting grade level standards. **Root Cause:** The most significant gap is between our low socio-economic students and their peers. The district needs to close the achievement gap by analyzing data and progress to drive instruction, utilizing best instructional practices, and using research-based curriculum and resource allocation and prioritization.

District Processes & Programs





Problem Statement 1: Challenges in implementing MTSS and tiered instruction processes with fidelity hinder timely intervention and support for students needing remediation or enrichment, impacting overall academic progress. **Root Cause:** Inconsistent implementation of the district MTSS processes stems from gaps in data utilization, formative assessment practices, and grouping strategies. These inconsistencies delay the identification of students' specific learning needs and the deployment of responsive interventions or enrichments.

Goal 2: DISD values our employees and invests in their growth to ensure a highly effective and engaged staff.

Performance Objective 3: Staff will be supported in a way that will increase morale and engagement.

Evaluation Data Sources: Staff Survey
 Communications data (newsletters, social media, and the website)
 Superintendent Chats

Strategy 1 Details	Reviews			
<p>Strategy 1: Gather, review and adjust based on the staff satisfaction survey</p> <p>Strategy's Expected Result/Impact: Analyze data from survey and use as a baseline for future surveys. Measured by 2025: staff satisfaction will be maintained at or above 90%.</p> <p>Staff Responsible for Monitoring: Campus Principals Asst. Supt. for Human Resources and Federal Programs</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Utilize DEIC as an advisory committee for staff engagement and morale.</p> <p>Strategy's Expected Result/Impact: The District Educational Improvement Committee (DEIC) primary purpose is to provide guidance/feedback to district administration in the planning, operating, and reviewing of the District's educational programming. This includes being involved in reviewing the District's educational plans, goals, performance objectives. Advising administration regarding textbook adoptions (during adoption cycles). Help in the creation of Academic calendar options. Be the voice within the community when questions arise and help to bridge the home/school connection.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent of Teaching and Learning Administration The makeup of the committee includes: * Parents * Community *DISD Professionals Meeting dates: September 5, 2024 October 10, 2024 November 7, 2024 January 9, 2025 February 20, 2025 April 10, 2025</p>	Formative			Summative
	Nov	Feb	Apr	June





Strategy 3 Details	Reviews			
<p>Strategy 3: Recruitment & Retention of staff with analysis of survey and attendance/ retention data as well as participation at education career fairs</p> <p>Strategy's Expected Result/Impact: Analyze data from survey, exit surveys, attendance data, and statewide recruitment fairs. Annually teacher turn-over rate will be lower than the state rate as reported in the Texas Academic Performance Reports.</p> <p>Staff Responsible for Monitoring: Campus Principals Asst. Supt. for Human Resources and Federal Programs</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Engage staff and build an internal sense of community among staff via the website, social media, newsletters, and the Decatur Education Foundation (DEF).</p> <p>Strategy's Expected Result/Impact: Find new ways to connect with staff, to build community, and to enhance the district's internal reputation amongst employees by leveraging the power of data analysis and to produce content that builds brand excitement among staff. Increase staff participation in the DEF's Staff Partners giving campaign, grant giveaways, and other outreach efforts to help ensure teachers are supported in the classroom.</p> <p>Staff Responsible for Monitoring: Director of Communications and the Education Foundation</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 5 Details	Reviews			
<p>Strategy 5: DISD will explore the Texas Teacher Incentive Allotment Program this year to determine if this is a viable program to pursue for the 2025-2026 school year.</p> <p>Strategy's Expected Result/Impact: The district could receive an annual allotment for eligible and designated teachers we employ and may use TIA funds to incentivize effective teachers to remain in the classroom and prioritize high needs campuses.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent Of Human Resources</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: DISD fosters relationships with students, families and community members to ensure a culture of excellence.

Performance Objective 1: 3.1 DISD will provide opportunities for parents and families to increase engagement.

- Evaluation Data Sources:** Survey participation rate
 Survey participation results
 Committee membership rosters and sign in sheets
 Family / Parent attendance at transition nights
 Communications data (website, social media, and newsletter analytics)





Strategy 1 Details	Reviews			
<p>Strategy 1: Provide opportunities for community and parents to participate in committees such as, DEIC, SHAC, Safety and Security etc.</p> <p>Strategy's Expected Result/Impact: Parents and families will be involved by participating in various committees to provide input. Committee membership increases opportunities for families and parents to be involved in decisions at the district level.</p> <p>DEIC Meeting dates: SHAC Meeting Dates: Safety Meeting Dates:</p> <p>Sept. 5, 2004 Sept. 12, 2004 July 16, 2024</p> <p>Oct. 10, 2024 Oct. 17, 2024 March 12, 2025</p> <p>Nov. 7, 2024 Nov. 14, 2004</p> <p>Jan 9, 2025 Jan 23, 2025</p> <p>Feb 20, 2025 Feb 6, 2025</p> <p>April 10, 2025 April 17, 2025</p> <p>Staff Responsible for Monitoring: District Administration Campus Administration Counselors</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Conduct parent information nights for students transitioning schools or programs (DHS, MMS, and program offerings such as Bilingual, STEM,</p> <p>Strategy's Expected Result/Impact: Parents and families will be informed about what to expect when transitioning to a new campus or a new program which will in turn support the student during the transition.</p> <p>Staff Responsible for Monitoring: District Administration Campus Administration Counselors</p>	Formative			Summative
	Nov	Feb	Apr	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Use the district's communication platforms (website, social media, newsletter, and the app) to provide updates to families regarding information that impacts them/their students, to connect and engage with students/their families, to provide updates about emergency/safety concerns, and to enhance the DISD brand reputation.</p> <p>Strategy's Expected Result/Impact: Information available to parents and families will be up to date, accessible and pertinent to their needs. Emergency and safety information will be published in a timely manner. Data will be tracked and analyzed to help identify reasonable time objectives for publishing future alerts or news items. Information will be available in the media modes (website, app, newsletter/email, social media platforms) that makes sense for that news item. Regarding data analytics, regular increases should be seen within social media engagement and interactions, web traffic, email/newsletter opens, and app usage. Data will be monitored regularly and communication strategies will be adjusted to allow for continuous improvement.</p> <p>Staff Responsible for Monitoring: Director of Communications and the Education Foundation Campus Communications Team Members Campus Administration</p>	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: DISD fosters relationships with students, families and community members to ensure a culture of excellence.

Performance Objective 2: DISD will provide opportunities for school / business partnerships to enhance student experiences and increase community partnerships.





- Evaluation Data Sources:** Community and business partnerships tracking spreadsheet
 Participation records for DEF board of directors
 DEF fundraising EOY records
 Survey participation rate
 Survey participation results

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop and enhance community-based partnerships</p> <p>Strategy's Expected Result/Impact: By continuing, developing and increasing community and business partnerships, we will be able to strengthen and improve DISD career and technology programs while stimulating the workforce and economy with DHS graduates.</p> <p>Staff Responsible for Monitoring: Asst. Superintendent of T & L Director of Communications Campus Administration Teachers</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Strengthen processes, and protocols with DISD Education Foundation</p> <p>Strategy's Expected Result/Impact: Train board of directors on protocols and operational by-laws. Increase committee productivity by creating committee chairs and expectations for committees. Organize a tracking system for materials purchased with DEF funds. Increase DEF fundraising by 25% to increase DEF programs and teacher grants. Maintain transparent financial statements to maintain community trust.</p> <p>Staff Responsible for Monitoring: Executive Director Education Foundation</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: DISD fosters relationships with students, families and community members to ensure a culture of excellence.

Performance Objective 3: DISD will offer opportunities for all stakeholders to stay informed and provide feedback.





- Evaluation Data Sources:** Newsletter and media evidence
 Media user analytics
 Survey participation rate
 Survey participation results
 Community Advisory Committee participation and attendance records
 PTO / Booster Club participation and attendance records

Strategy 1 Details	Reviews			
<p>Strategy 1: Highlight DISD through ongoing published stories / posts / newsletters /web content highlighting accomplishments and to provide important updates to the community.</p> <p>Strategy's Expected Result/Impact: Create social media content to increase community awareness about DISD. Maintain district and campus websites with current and pertinent information will allow all stakeholders to access information about DISD. Build relationships with news media to promote positive press. Setup Google Analytics on Thrillshare to begin measuring and collecting data regarding site performance. Improve engagement rates on social media, newsletters, and the website by regularly monitoring communications data (likes, shares, comments, opens, clicks, etc.). Use communications data to inform decision making regarding communications platforms and district initiatives, when warranted.</p> <p>Staff Responsible for Monitoring: District Administration Campus Administration Director of Communications Campus Communications Team members</p>	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop and implement a Community Advisory committee</p> <p>Strategy's Expected Result/Impact: Meeting regularly with a community advisory committee will allow for both dissemination of information from the district and input from stakeholders regarding various aspects of DISD including strategic planning, growth planning and goal setting.</p> <p>Staff Responsible for Monitoring: District Administration</p>	Formative			Summative
	Nov	Feb	Apr	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: DISD manages funds and resources responsibly and transparently to maximize return on the community's investment.

Performance Objective 1: DISD will guarantee strong financial stewardship.

- Evaluation Data Sources:** Budget calendar is created and shared prior to budget formation
- Budget parameter memo will be created and shared by February
- Budget Managers will stay within budget, meet all deadlines and have more input into dollars allocated
- All required postings are up to date and compliant
- Annual needs assessment to support budget requests

Strategy 1 Details	Reviews			
Strategy 1: Develop budget planning calendar Strategy's Expected Result/Impact: A budget calendar will be prepared to provide guidance for budget managers. On legislative years, the calendar will be prepared by January. Staff Responsible for Monitoring: CFO	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement systematic budget review process for campus and departments Strategy's Expected Result/Impact: Develop and implement a purchasing manual for all budget managers to ensure purchasing compliance and most efficient use of funds Staff Responsible for Monitoring: CFO	Formative			Summative
	Nov	Feb	Apr	June
 No Progress  Accomplished  Continue/Modify  Discontinue				


Goal 4: DISD manages funds and resources responsibly and transparently to maximize return on the community's investment.

Performance Objective 2: DISD will ensure systematic processes for long-term facility planning.

Evaluation Data Sources: 10-Year facility plans are shared with all stakeholders as appropriate (Safety may not be shared with all stakeholders due to nature of planning).
Yearly demographic report

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop and maintain 10-Year Facility Master Plans</p> <p>Strategy's Expected Result/Impact: Using demographic data and facility data, a 10 year facility plan will be developed with collaboration from the community advisory committee/long range facility committee. The district will be able to plan for facility funding needs.</p> <p>Staff Responsible for Monitoring: CFO Executive Director of Operations</p>	Formative			Summative
	Nov	Feb	Apr	June







Goal 4: DISD manages funds and resources responsibly and transparently to maximize return on the community's investment.

Performance Objective 3: DISD will provide operational efficiency, effectiveness and transparency.

Evaluation Data Sources: Increase data available on DISD website
 Student attendance data
 Periodic reviews with budget managers

Strategy 1 Details	Reviews			
Strategy 1: Develop a budget efficiency review process at the object code level (6100, 6200, 6300, 6400) Strategy's Expected Result/Impact: Develop a per pupil allocation amount for each campus to allow principals to better meet the needs of the campus and allocate accordingly. Staff Responsible for Monitoring: CFO	Formative			Summative
	Nov	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Monitor state funding & projections for revenue outcomes Strategy's Expected Result/Impact: After each six weeks, provide the Board with revenue update to keep them informed. Staff Responsible for Monitoring: CFO	Formative			Summative
	Nov	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: DISD will achieve and maintain the Texas Comptroller Transparency Star Awards for which school districts are eligible by 26-27 school year. Strategy's Expected Result/Impact: The district will be transparent for all stakeholders. Staff Responsible for Monitoring: CFO Director of Communications for webpage management	Formative			Summative
	Nov	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				