

Dublin Independent School District

District Improvement Plan

2024-2025 Goals/Performance Objectives/Strategies



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Goals

















Goal 1: DISD will prepare 100% of its students to meet or exceed federal and state standards on all state assessments and other standardized tests.







Performance Objective 1: In 2024-2025 DISD and all three campuses will be rated Met Standard through the State and Federal accountability system.

Evaluation Data Sources: TEA Accountability Summaries

Strategy 1 Details	Reviews			
<p>Strategy 1: The DISD District Leadership Analysis Team will meet quarterly to discuss the school improvement process. Strategy's Expected Result/Impact: needs assessment, sign in sheets Staff Responsible for Monitoring: Assistant Superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Checkpoints are designed using DMAC and will be administered at each campus in order to assess student progress each three weeks. Strategy's Expected Result/Impact: data reports, lesson plans Staff Responsible for Monitoring: campus principals, teachers Funding Sources: DMAC - Local Funds - \$12,726</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will submit checkpoint data analysis reports each 3 weeks to the campus leadership team. Strategy's Expected Result/Impact: reports Staff Responsible for Monitoring: Campus Principals, Assistant Principals, Counselors</p>	Formative			Summative
	Dec	Feb	Mar	May
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Ongoing professional development will be provided to teachers, paraprofessionals and administration in sheltered instruction, academic vocabulary strategies, higher order questioning, and content specific training's directed by administration for principals and teachers needs. Administrators attend the PLC conference yearly for strategies and updates for effective communications with campus teachers. EX of summer PD: CAMT, CAST, CHAMPS, PLC, Reg 11, and Reg 14</p> <p>Strategy's Expected Result/Impact: documentation of data study, professional development calendar, sign-in sheets</p> <p>Staff Responsible for Monitoring: campus principals, assistant superintendent</p> <p>Funding Sources: Local Funds- Staff Development - Local Funds - \$8,100, Core Subject Staff Development/Summer Conferences - Title IV, Part A (SSAEP) (289) - \$31,386, Staff Development - Title II, Part A (255) - \$200, Core Subject Staff Development/Supplies and Materials - Title IV, Part A (SSAEP) (289) - \$1,000</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Administration on each campus will complete weekly classroom walk-throughs and communicate to the teacher areas of strength and concern.</p> <p>Strategy's Expected Result/Impact: TTESS & PowerWalk reports</p> <p>Staff Responsible for Monitoring: campus principals</p> <p>Funding Sources: Lead Your School PowerWalks - Local Funds - \$7,500</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 6 Details	Reviews			
<p>Strategy 6: During the 2024-2025 school year, DISD will employ classroom teachers (ESSA) to improve student performance objectives. An ESSA consultant provides technical assistance and oversees compliance for Title I.</p> <p>Strategy's Expected Result/Impact: master schedules, class rosters</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, campus principals</p> <p>Funding Sources: Title I, Part A-211 Classroom Teachers - Title I, Part A (211) - \$394,356, Title II, Part A-255 Classroom Teacher - Title II, Part A (255) - \$46,303, Title I, Part A-211-Technical Assistant Contract - Title I, Part A (211) - \$10,000</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 7 Details	Reviews			
<p>Strategy 7: Pre-Kindergarten is a full day program.</p> <p>Strategy's Expected Result/Impact: lesson plans, attendance records, staff development certificates, student records</p> <p>Staff Responsible for Monitoring: Principals</p> <p>Funding Sources: Early Education Allotment- 4 teacher Salaries - Early Education Allotment - \$82,785</p>	Formative			Summative
	Dec	Feb	Mar	May
				











Strategy 8 Details	Reviews			
<p>Strategy 8: Kindergarten through sixth grade implement Renaissance Learning (Accelerated Reading and/or Freckle Math) to students to meet or exceed requirements on state assessments and help students fill the gaps of loss of learning.</p> <p>Strategy's Expected Result/Impact: lesson plans, student usage reports</p> <p>Staff Responsible for Monitoring: Principals, teachers</p> <p>Funding Sources: Renaissance Learning (AR & Freckle) - Local Funds - \$17,116</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 9 Details	Reviews			
<p>Strategy 9: Students in third through high school utilize Progressive Learning to meet or exceed requirements on state assessments and fill the gaps in loss of learning.</p> <p>Strategy's Expected Result/Impact: lesson plans, student usage reports</p> <p>Staff Responsible for Monitoring: Principals, teachers</p> <p>Funding Sources: Progressive Learning - Local Funds - \$13,130</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 10 Details	Reviews			
<p>Strategy 10: Provide extended or accelerated learning for all students who did not meet or exceed federal and state standards on all state assessments and other standardized test. All campuses are SW Title IA served.</p> <p>Strategy's Expected Result/Impact: Increased student achievement as noted on federal/state assessment results and report cards.</p> <p>Staff Responsible for Monitoring: Principals, teachers</p> <p>Funding Sources: Extended Learning Activities extra duty pay (Fund 6100) - Local Funds - \$5,000</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 11 Details	Reviews			
<p>Strategy 11: Students in Elementary, Intermediate and Jr High utilize Brain Pop to meet or exceed requirements on state assessments.</p> <p>Strategy's Expected Result/Impact: lesson plans, student usage reports</p> <p>Staff Responsible for Monitoring: Principals, teachers</p> <p>Funding Sources: Brain Pop - Local Funds - \$3,664</p>	Formative			Summative
	Dec	Feb	Mar	May
				













Strategy 12 Details	Reviews			
<p>Strategy 12: Summer School is provided for all DISD students who need credit or attendance recovery. (Grades 1-12) including extra duty pay, supplies and materials.</p> <p>Strategy's Expected Result/Impact: Increase student credits as noted on report cards.</p> <p>Staff Responsible for Monitoring: Principal, Attendance clerk</p> <p>Funding Sources: Summer School Credit or Attendance Recovery - Local Funds - \$7,000</p>	Formative			Summative
	Dec	Feb	Mar	May
				
<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 will prepare 100% of its students to meet or exceed federal and state standards on all state assessments and other standardized tests.

Performance Objective 2: 100% of core subjects will implement vertically aligned lessons containing rigorous and relevant activities during the 2024-2025 school year.

Evaluation Data Sources: improved scores on State and other appropriate assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Core subject courses will utilize information from the TEKS Resource System web site to create vertically aligned, relevant, and rigorous activities for all students that follow the 5E Model of Instruction.</p> <p>Strategy's Expected Result/Impact: teacher lesson plans, administrative walk-throughs, and teacher evaluations</p> <p>Staff Responsible for Monitoring: principals, assistant superintendent</p> <p>Funding Sources: TEKS Resource Management System - Local Funds - \$8,160</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 2 Details	Reviews			
<p>Strategy 2: The district librarian will work with library aides to provide students with rigorous and relevant activities and ensure appropriate materials are available and information is readily accessible for classroom activities.</p> <p>Strategy's Expected Result/Impact: lesson plans, meeting agendas with library aides</p> <p>Staff Responsible for Monitoring: librarian, campus principals</p> <p>Funding Sources: State Compensatory District Librarian - State Compensatory Education - \$50,841, State Compensatory Education-Library Aides - State Compensatory Education - \$49,491</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Campus principals will meet with the district central administration to discuss campus progress and needs after each six weeks.</p> <p>Strategy's Expected Result/Impact: agendas, sign-in sheets</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Students in DAEP will be provided curriculum through A+ learning and other age appropriate academic programs.</p> <p>Strategy's Expected Result/Impact: grade verification sheets</p> <p>Staff Responsible for Monitoring: assistant superintendent, counselor, principal</p> <p>Funding Sources: A+ Learning - Local Funds - \$3,500</p>	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 5 Details	Reviews			
<p>Strategy 5: DISD continues to employ a Dyslexia teacher to ensure the delivery of rigorous and relevant activities and will provide necessary supplies to assist in classroom instructional activities.</p> <p>Strategy's Expected Result/Impact: lesson plans, administrative walk-throughs</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Funding Sources: Dyslexia State Allotment-Teacher Salary - Dyslexia State Allotment - \$50,850, Dyslexia State Allotment-Supplies - Dyslexia State Allotment - \$720, Dyslexia Teacher-Salary - Early Education Allotment - \$62,640</p>	Formative			Summative
	Dec	Feb	Mar	May
				
<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 will prepare 100% of its students to meet or exceed federal and state standards on all state assessments and other standardized tests.

Performance Objective 3: Technology will be utilized in classrooms throughout the district multiple times each six weeks to both engage students in appropriate lesson activities, and to teach 21st Century skills, such as critical thinking, collaboration, communication, and creativity.

















Evaluation Data Sources: Improved scores on State and other appropriate assessments and student products which utilize technology









Strategy 1 Details	Reviews			
<p>Strategy 1: The use of technology will be integrated into classroom instruction a minimum of 4 times each six weeks. Strategy's Expected Result/Impact: teacher lesson plans, more student products which utilize technology Staff Responsible for Monitoring: classroom teachers, campus principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Students on all campuses will have weekly access to technology devices. Elementary and Intermediate students work weekly on typing skills needed to be successful on STAAR state assessments. Strategy's Expected Result/Impact: lesson plans, calendar & schedule Staff Responsible for Monitoring: assistant superintendent, principals, teachers Funding Sources: Typing.com - Local Funds - \$3,375</p>	Formative			Summative
	Dec	Feb	Mar	May
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 1: DISD will prepare 100% of its students to meet or exceed federal and state standards on all state assessments and other standardized tests.

Performance Objective 4: In 2024-2025 Dublin ISD State Compensatory Education funds will be used to improve or accelerate student performance on STAAR and EOC assessments.

Evaluation Data Sources: Dublin ISD is a Title I, Part A, Schoolwide program with a student poverty rate of at least 35% that combines Title I, Part A with SCE funds to serve identified (by the 13 PEIMS At-Risk Indicators codes) at-risk, as well as, all students in the district.





Strategy 1 Details	Reviews			
Strategy 1: Determine funding needs to improve EOC student performance for at-risk students. Strategy's Expected Result/Impact: STAAR reports, master schedules Staff Responsible for Monitoring: Superintendent, Assistant Superintendent	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 2 Details	Reviews			
Strategy 2: Determine total full time equivalents (FTEs) Strategy's Expected Result/Impact: Daily class schedules; PEIMS Staff Responsible for Monitoring: Superintendent	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 3 Details	Reviews			
Strategy 3: Implement the policy for identifying, entering, and exiting students from the SCE program calculation of 110% and cost of regular ed program Strategy's Expected Result/Impact: Local Policy Staff Responsible for Monitoring: Assistant Superintendent, principals	Formative			Summative
	Dec	Feb	Mar	May
				
Strategy 4 Details	Reviews			
Strategy 4: Provide teachers with the confidential list of At-Risk students Strategy's Expected Result/Impact: list developed Staff Responsible for Monitoring: Principals, counselors	Formative			Summative
	Dec	Feb	Mar	May
				

Strategy 5 Details	Reviews			
<p>Strategy 5: EOC Accelerated Instruction will be provided for each student each time he/she fails to perform satisfactorily on an EOC assessment.</p> <p>Strategy's Expected Result/Impact: STAAR Reports, student schedules, master schedules</p> <p>Staff Responsible for Monitoring: principals, counselors, assistant superintendent</p> <p>Funding Sources: State Compensatory Education-Accelerated Instruction - State Compensatory Education - \$500</p>	Formative			Summative
	Dec	Feb	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: DISD will increase awareness, interest, and involvement in the education of students by encouraging the cooperative efforts of staff, parents, and community to develop school spirit and community pride in Dublin schools.

Performance Objective 1: In 2024-2025, the district will communicate with parents and community members through written, electronic and face to face contacts each six weeks.

Evaluation Data Sources: number of communication methods

Strategy 1 Details	Reviews			
<p>Strategy 1: Each campus and the district will utilize the School Reach system to notify parents of emergency situations as well as to keep parents informed of school activities.</p> <p>Strategy's Expected Result/Impact: documentation of calls</p> <p>Staff Responsible for Monitoring: campus principals, superintendent</p> <p>Funding Sources: School Reach Phone Alerts - Local Funds - \$2,500</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: The district web site and each campus page will be updated in order to provide parents and community members with current information regarding school policies and activities.</p> <p>Strategy's Expected Result/Impact: current district and campus web sites, count of hits to the district web page</p> <p>Staff Responsible for Monitoring: superintendent, campus principals, instructional technologist</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Each campus utilizes technology and local newspaper to keep parents informed of parental involvement opportunities on each campus.</p> <p>Strategy's Expected Result/Impact: documentation of School Reach and newspaper articles</p> <p>Staff Responsible for Monitoring: campus principals</p>	Formative			Summative
	Dec	Feb	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				


Goal 2: DISD will increase awareness, interest, and involvement in the education of students by encouraging the cooperative efforts of staff, parents, and community to develop school spirit and community pride in Dublin schools.


Performance Objective 2: The district will provide multiple opportunities for parent and teacher communication and for parental involvement in the education of their children.

Evaluation Data Sources: list of opportunities, parent survey, attendance at events

Strategy 1 Details	Reviews			
<p>Strategy 1: School-Parent-Student Compacts and Parent and Family Engagement Policies are distributed multiply times each year. Strategy's Expected Result/Impact: distribution date Staff Responsible for Monitoring: campus principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Each campus will continue to provide parental involvement opportunities for face-to-face meetings, such as teacher/parent conferences, Parent Reading Night, Fall Festival, Pie Night , Grade level orientations, etc. Strategy's Expected Result/Impact: sign-in sheets Staff Responsible for Monitoring: campus principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Two Title I Annual Parent Meeting/Meet the Teacher meetings to inform parents of the school's participation in Title I, Part A Schoolwide Program and Parent Involvement Program. Strategy's Expected Result/Impact: Sign in sheets, Agenda, Minutes and power point slides Staff Responsible for Monitoring: Assistant Superintendent, Principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: An attendance clerk will be employed to monitor student attendance each period and to inform parents of student attendance concerns. Strategy's Expected Result/Impact: PEIMS reports Staff Responsible for Monitoring: principal Funding Sources: HS Attendance Clerk Salary - Local Funds - \$18,122</p>	Formative			Summative
	Dec	Feb	Mar	May

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 2: DISD will increase awareness, interest, and involvement in the education of students by encouraging the cooperative efforts of staff, parents, and community to develop school spirit and community pride in Dublin schools.

Performance Objective 3: The district focus for the 2024-2025 school year is Preparing Students for Tomorrow's World by Building a Stronger Community Today.

Evaluation Data Sources: improved community support, improved teacher morale





Strategy 1 Details	Reviews			
Strategy 1: District goals will be reviewed and updated by school board members annually. Strategy's Expected Result/Impact: documentation of meeting and agenda Staff Responsible for Monitoring: Superintendent	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: All campus groups will be encouraged to shop Dublin first and to use Dublin businesses to cater events. Strategy's Expected Result/Impact: Purchase orders Staff Responsible for Monitoring: Superintendent	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: Dublin businesses are invited and encouraged to attend the Opening Convocation for the school year and athletic events. Strategy's Expected Result/Impact: sign in sheets Staff Responsible for Monitoring: Superintendent	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: A Dublin community graduate award will be presented to seniors who complete the criteria for service to the community. Strategy's Expected Result/Impact: community service signed record Staff Responsible for Monitoring: Counselor, principal	Formative			Summative
	Dec	Feb	Mar	May
<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 will provide high-quality, on-going staff development to maintain 100% of classes taught by highly qualified teachers in core academic subject areas.

Performance Objective 1: All teachers will be provided staff development opportunities based on their current teaching assignment, available technology, and designated needs each semester of the 2024-2025 school year.

Evaluation Data Sources: staff development schedule, sign-in sheets, teacher certificates

Strategy 1 Details	Reviews			
<p>Strategy 1: Each campus will provide scheduled times each six weeks to disaggregate student data, determine appropriate interventions for students, monitor student progress, review curriculum and lesson effectiveness, and any additional material as determined by the campus principal or superintendent.</p> <p>Strategy's Expected Result/Impact: schedule reflecting designated professional learning community meeting times, agenda and/or meeting minutes</p> <p>Staff Responsible for Monitoring: campus principal, Superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Professional development will be addressed as teacher needs present themselves each semester as a result of data disaggregation and administrative observations.</p> <p>Strategy's Expected Result/Impact: professional development calendar, meeting agendas & minutes, sign-in sheets</p> <p>Staff Responsible for Monitoring: campus principal, assistant superintendent, superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Each campus will hire highly effective classroom teachers to improve student performance.</p> <p>Strategy's Expected Result/Impact: educator certification, SBEC</p> <p>Staff Responsible for Monitoring: campus principals, assistant superintendent, superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: Contract for curriculum consultants through Region 14 Service Center to provide intensive, targeted training in core subjects.</p> <p>Strategy's Expected Result/Impact: purchase orders</p> <p>Staff Responsible for Monitoring: assistant superintendent</p> <p>Funding Sources: Region 14 Core Subject Consultants - Local Funds - \$7,500</p>	Formative			Summative
	Dec	Feb	Mar	May

Strategy 5 Details	Reviews			
<p>Strategy 5: An instructional technology specialist will provide professional development and/or training on new technology devices and all programs through the district.</p> <p>Strategy's Expected Result/Impact: sign in sheets, certificates</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Principals</p> <p>Funding Sources: Instructional Technologist - Local Funds - \$64,440</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: DISD does not have teachers that require completing Reading Academies for the 2024-25 school year. K-5 grade teachers will continue to attend Reading Academies in 2025-2026 as needed or staff is hired.</p> <p>Strategy's Expected Result/Impact: Meet new TEA guidelines, Completion Certificates</p> <p>Staff Responsible for Monitoring: Assistant Superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
<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 will provide high-quality, on-going staff development to maintain 100% of classes taught by highly qualified teachers in core academic subject areas.

Performance Objective 2: The district will recruit bilingual teachers and provide incentives for bilingual teachers to remain in Dublin ISD during the 2024-2025 school year.

Evaluation Data Sources: improved teacher retention rate

Strategy 1 Details	Reviews			
<p>Strategy 1: The district will pay the TExES exam registration fee for any teacher who successfully completes the ESL exam and adds the certification during the 2024-2025 school year.</p> <p>Strategy's Expected Result/Impact: purchase order, payment to teacher</p> <p>Staff Responsible for Monitoring: Superintendent, Assistant Superintendent</p> <p>Funding Sources: ESL Test Prep & Examination fees - BIL/ESL State Mandated Funds - \$5,000</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Because bilingual education teachers are difficult to find and to retain in-district, a signing bonus of \$6,000 will be paid to teachers filling these positions over three years.</p> <p>Strategy's Expected Result/Impact: teachers' wage and earnings statement, district accounting records</p> <p>Staff Responsible for Monitoring: Assistant Superintendent</p> <p>Funding Sources: Bilingual Teacher Stipend - Local Funds - \$2,000</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: The district will strive to increase the number of ESL certified teachers on all campuses through June 2025.</p> <p>Strategy's Expected Result/Impact: Certification records</p> <p>Staff Responsible for Monitoring: Assistant Superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: Attend job fairs, contact universities, advertise, and recruit from teacher certification programs to secure highly qualified personnel during spring 2024.</p> <p>Strategy's Expected Result/Impact: Certification records</p> <p>Staff Responsible for Monitoring: Assistant Superintendent</p> <p>Funding Sources: Teacher Recruiting - BIL/ESL State Mandated Funds - \$2,160</p>	Formative			Summative
	Dec	Feb	Mar	May

 No Progress

 Accomplished

 Continue/Modify





 Discontinue

Goal 4: DISD will provide a safe, secure, and supportive environment for students and staff, and will plan for future facility needs.

Performance Objective 1: Safety and security will be a priority for students and faculty 100% of the time.

Evaluation Data Sources: documentation of drills, safety workshop sign-in sheets, safety of staff and students

Strategy 1 Details	Reviews			
<p>Strategy 1: CPR and CPI Training will be provided to the appropriate faculty members by trained staff annually. Strategy's Expected Result/Impact: training calendar, sign-in sheets Staff Responsible for Monitoring: Superintendent, school nurse, special education director</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Each campus will conduct appropriate safety drills after staff training in order to practice with students what appropriate behavior looks like in these situations each six weeks. Strategy's Expected Result/Impact: schedule of drills Staff Responsible for Monitoring: campus principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: School Resource Officers are contracted through the Dublin Police Department and surveillance cameras are placed in high-need areas to ensure student and faculty safety during 2024-2025 school year. Strategy's Expected Result/Impact: discipline reports, surveillance camera map Staff Responsible for Monitoring: Superintendent, Assistant Superintendent Funding Sources: Contract- School Resource Officers - Local Funds - \$200,000</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: During the 2024-2025 school year the district will continue to employ qualified nurses and nurse aides. Strategy's Expected Result/Impact: campus assignment for the nurses Staff Responsible for Monitoring: superintendent, assistant superintendent Funding Sources: State Compensatory Education-Nurse/Nurses Aide - State Compensatory Education - \$83,097</p>	Formative			Summative
	Dec	Feb	Mar	May

Strategy 5 Details	Reviews			
<p>Strategy 5: Professional development will be provided to all staff in the fall of 2024 in order to increase staff awareness and recognition of issues of maltreatment and sexual abuse of children. This professional development will include prevention techniques; obtaining assistance; possible warning signs and options for affected students.</p> <p>Strategy's Expected Result/Impact: training agendas and minutes, sign-in sheets, teacher professional development records</p> <p>Staff Responsible for Monitoring: assistant superintendent, campus principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide a Coordinated School Health Program.</p> <p>Strategy's Expected Result/Impact: meeting agendas and minutes, sign-in sheets</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, school nurse, PE teachers</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 7 Details	Reviews			
<p>Strategy 7: Training will be provided for the prevention, identification, response, and reporting of bullying during fall 2024 on each campus.</p> <p>Strategy's Expected Result/Impact: Discipline records, training dates, agenda, sign in sheets</p> <p>Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Campus Principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 8 Details	Reviews			
<p>Strategy 8: Yearly training will be provided for the prevention and response to the reporting of early mental health intervention and suicide prevention.</p> <p>Strategy's Expected Result/Impact: Training agendas, sign-in sheets</p> <p>Staff Responsible for Monitoring: Assistant Superintendent, Campus Principals</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 9 Details	Reviews			
<p>Strategy 9: Dublin ISD is continuing the Guardian Program across the district.</p> <p>Strategy's Expected Result/Impact: Superintendent</p> <p>Staff Responsible for Monitoring: Superintendent, Admin Team, School Resource Officers</p> <p>Funding Sources: Guardian Program - Local Funds - \$50,000</p>	Formative			Summative
	Dec	Feb	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 5: DISD will prepare students for successful post-secondary opportunities by engaging them in college and career readiness activities.

Performance Objective 1: In 2024-2025, 80% of DISD students will attend a post-secondary educational setting.

Evaluation Data Sources: data collected through the Texas Higher Education Coordinating Board, surveys, STAAR Data

Strategy 1 Details	Reviews			
<p>Strategy 1: During each semester campuses will provide activities through the counseling office to support and encourage students to attend a post-secondary educational setting.</p> <p>Strategy's Expected Result/Impact: activity schedules, agendas, lesson plans</p> <p>Staff Responsible for Monitoring: campus principals, campus counselors</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will be provided with a guaranteed and viable curriculum through the four core content areas as teachers provide lessons with rigor and relevance that meet TEKS Resource System expectations.</p> <p>Strategy's Expected Result/Impact: lesson plans, walk through data</p> <p>Staff Responsible for Monitoring: teachers, campus principals, assistant superintendent</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Parent and student meetings will be held at Dublin Secondary campus to provide information regarding college admission, financial aid, and completing the FASFA in spring 2025.</p> <p>Strategy's Expected Result/Impact: meeting agendas and minutes, sign-in sheets,</p> <p>Staff Responsible for Monitoring: campus principal, campus counselor</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: CTE teachers will continue to purchase supplies and materials to engage students in college and career readiness classes for the 2024-2025 school year.</p> <p>Strategy's Expected Result/Impact: purchase orders, meeting minutes</p> <p>Staff Responsible for Monitoring: assistant superintendent, campus principal, CTE teachers</p> <p>Funding Sources: Career and Tech State Mandated-Supplies, Awards, Equipment - Career and Tech State Mandated Funds - \$84,660</p>	Formative			Summative
	Dec	Feb	Mar	May





Strategy 5 Details	Reviews			
Strategy 5: College readiness courses in ELA and Math will be offered at Dublin Secondary School. Strategy's Expected Result/Impact: master schedule Staff Responsible for Monitoring: counselor, principal	Formative			Summative
	Dec	Feb	Mar	May
Strategy 6 Details	Reviews			
Strategy 6: A Dublin early college graduate program will be offered for students to earn an associates degree by the time of graduation from Dublin High School. Strategy's Expected Result/Impact: transcripts Staff Responsible for Monitoring: counselors, assistant superintendent, principal	Formative			Summative
	Dec	Feb	Mar	May
Strategy 7 Details	Reviews			
Strategy 7: DISD partners with Ranger College implementing a cosmetology class, paramedic program, CNA program, additional licenses for welding classes, and other dual credit courses. ICEV offers a variety of certifications that allow DISD students to . Strategy's Expected Result/Impact: contract Staff Responsible for Monitoring: Superintendent, assistant superintendent Funding Sources: Welding Certificates - Career and Tech State Mandated Funds - \$4,000, Aligned IBC's, Cosmo kits, CNA, and etc. - Career and Tech State Mandated Funds - \$10,000	Formative			Summative
	Dec	Feb	Mar	May
Strategy 8 Details	Reviews			
Strategy 8: Teachers and administrators will encourage participation in all UIL Academic events. Strategy's Expected Result/Impact: reports, certificates Staff Responsible for Monitoring: Principals, Counselor, Teachers	Formative			Summative
	Dec	Feb	Mar	May
Strategy 9 Details	Reviews			
Strategy 9: DISD partners with Ranger College to offer high school students dual credit classes. Strategy's Expected Result/Impact: transcripts Staff Responsible for Monitoring: counselor, principal, assistant superintendent, superintendent Funding Sources: Student Tuition Assistance - CCMR State Allotment - \$30,000	Formative			Summative
	Dec	Feb	Mar	May

Strategy 10 Details	Reviews			
<p>Strategy 10: CTE and CCMR teachers will be employed to engage students in college and career readiness classes for the 2024-2025 school year.</p> <p>Strategy's Expected Result/Impact: Business Manager</p> <p>Staff Responsible for Monitoring: principal</p> <p>Funding Sources: CTE Teacher Salaries - Career and Tech State Mandated Funds - \$476,362, CCMR Teacher Salaries - CCMR State Allotment - \$131,782</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 11 Details	Reviews			
<p>Strategy 11: CTE teachers will participate in professional development opportunities to help prepare students for post secondary readiness.</p> <p>Strategy's Expected Result/Impact: CTE Director, certificates</p> <p>Staff Responsible for Monitoring: principals, CTE director</p> <p>Funding Sources: Career and Tech State Mandated Funds-Travel and allowances - Career and Tech State Mandated Funds - \$8,000</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 12 Details	Reviews			
<p>Strategy 12: Dublin ISD high school students will be provided the opportunity to take the SAT/ACT college entrance exams.</p> <p>Funding Sources: SAT/ACT Tests - CCMR State Allotment - \$6,000</p>	Formative			Summative
	Dec	Feb	Mar	May
<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 6: DISD will maintain vital special population programs to increase performance on objectives set by both federal and state accountability systems.

Performance Objective 1: In 2024-2025, 100% of teachers will be provided with professional development targeting all student groups and special population needs.

Evaluation Data Sources: improved scores on State and other appropriate assessments





Strategy 1 Details	Reviews			
<p>Strategy 1: DISD employs an assistant principal at the Secondary campus to assist in disaggregating data, mentoring staff, and monitoring student attendance and achievement.</p> <p>Strategy's Expected Result/Impact: attendance records, discipline reports, improved student achievement</p> <p>Staff Responsible for Monitoring: campus principal</p> <p>Funding Sources: Secondary Campus - Assistant Principal - Local Funds - \$78,982</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Funds will be designated for CTE teachers to attend state conferences.</p> <p>Strategy's Expected Result/Impact: certificates</p> <p>Staff Responsible for Monitoring: assistant superintendent, principal</p> <p>Funding Sources: CTE-Professional Development - Career and Tech State Mandated Funds - \$3,000</p>	Formative			Summative
	Dec	Feb	Mar	May
<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 6: DISD will maintain vital special population programs to increase performance on objectives set by both federal and state accountability systems.

Performance Objective 2: In 2024-2025 Bilingual/ESL students will achieve a 10% increase in scores on state and other appropriate assessments.

Evaluation Data Sources: improved scores on State and other appropriate assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Continued implementation of TEKS Resource Management System in all four core areas. Strategy's Expected Result/Impact: teacher lesson plans, visits to the TEKS Resource System web site Staff Responsible for Monitoring: Assistant Superintendent, campus principals, classroom teachers</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Continued professional development on the English Language Proficiency Standards (ELPS) will be made available to teachers annually. Strategy's Expected Result/Impact: teacher professional development records Staff Responsible for Monitoring: ESC Region 11, campus principals Funding Sources: ESL Teacher Professional Development - BIL/ESL State Mandated Funds - \$5,000</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Language acquisition and acceleration programs will be provided on all campuses to improve EB and At-Risk student performance. Strategy's Expected Result/Impact: correspondence notes, purchase orders, class list Staff Responsible for Monitoring: Assistant Superintendent, principal Funding Sources: ELL Student Programs - Local Funds - \$1,000</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: DISD will employ bilingual paraprofessionals to assist in the instruction of EB students to help them progress on state assessment. Strategy's Expected Result/Impact: schedules Staff Responsible for Monitoring: principal Funding Sources: BIL/ESL Classroom Aides-4 - BIL/ESL State Mandated Funds - \$85,709</p>	Formative			Summative
	Dec	Feb	Mar	May





Strategy 5 Details	Reviews			
<p>Strategy 5: 6) DISD provides the required summer school program for BIL/LEP students who are eligible for admission to K or 1st grade the following year.</p> <p>Strategy's Expected Result/Impact: report cards, CIRCLE reports</p> <p>Staff Responsible for Monitoring: Principal, teachers</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: EB/EL students in Elementary, Intermediate, and Secondary campuses utilize Summit K-12 to help students with the loss of learning gaps for these students to meet or exceed requirements on state assessments and TELPAS.</p> <p>Strategy's Expected Result/Impact: Increase the passing rate for EB/EL students on state assessment and TELPAS</p> <p>Staff Responsible for Monitoring: teacher, principal</p> <p>Funding Sources: Summit K-12 - Local Funds - \$6,876</p>	Formative			Summative
	Dec	Feb	Mar	May
<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 6: DISD will maintain vital special population programs to increase performance on objectives set by both federal and state accountability systems.

Performance Objective 3: In 2024-2025 100% of the students in special populations will be served through district programs.

Evaluation Data Sources: improved scores on State and other appropriate assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors will be provided on all campuses in order to provide emotional and academic support to at-risk students. Dublin ISD is a Title I Schoolwide campus with a student poverty rate of at least 40% that coordinates federal funds with SCE funds to upgrade the entire educational program and to serve at-risk students on the Schoolwide Campus.</p> <p>Strategy's Expected Result/Impact: counselor certificates & records</p> <p>Staff Responsible for Monitoring: campus principals</p> <p>Funding Sources: State Compensatory Education- Counselors - State Compensatory Education - \$200,282, Career & Tech Mandated Funds- Counselor - Career and Tech State Mandated Funds - \$26,793, CCMR State Allotment- Counselor - CCMR State Allotment - \$13,396</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers and aides provide at-risk students with opportunities for small group instruction. Dublin ISD is a Title I Schoolwide campus with a student poverty rate of at least 40% that coordinates federal funds with SCE funds to upgrade the entire educational program and to serve at-risk students on the Schoolwide Campus with \$213,407.00 and 5 FTE's.</p> <p>Strategy's Expected Result/Impact: daily schedule of teachers and aides; students' schedules</p> <p>Staff Responsible for Monitoring: teachers, aides, campus principals</p> <p>Funding Sources: State Compensatory Education-Teachers/Paraprofessionals - State Compensatory Education - \$213,407</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Mentor teachers will observe, plan and model best practices for higher order thinking with teachers as determined by checkpoints and principal recommendations.</p> <p>Strategy's Expected Result/Impact: mentor teacher logs, lesson plans</p> <p>Staff Responsible for Monitoring: mentor teacher, principal</p>	Formative			Summative
	Dec	Feb	Mar	May

Strategy 4 Details	Reviews			
<p>Strategy 4: 100% of migrant students will be served through Region 14 Shared Service Agreement</p> <p>Strategy's Expected Result/Impact: improve scores on State and other appropriate assessment</p> <p>Staff Responsible for Monitoring: Principals, teachers</p> <p>Funding Sources: Title I, Part C Migrant Funds - Title I, Part C (Migrant-SSA Region 14) - \$22,471</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 5 Details	Reviews			
<p>Strategy 5: DISD will employ Special Education teachers and classroom aides to teach and assist in the instruction of Special Education students to help with progression on state assessments.</p> <p>Strategy's Expected Result/Impact: improve scores on State and other appropriate assessments</p> <p>Staff Responsible for Monitoring: principals, teachers</p> <p>Funding Sources: Special Education Classroom Teachers - Special Education Local Funds - \$146,634, Special Education Classroom Aides - Special Education Local Funds - \$124,181, Special Education Classroom Teachers - Special Education State Funds - \$145,430, Special Education Classroom Aides - Special Education State Funds - \$17,313</p>	Formative			Summative
	Dec	Feb	Mar	May
Strategy 6 Details	Reviews			
<p>Strategy 6: Special Education teachers will continue to purchase supplies and materials to engage students.</p> <p>Strategy's Expected Result/Impact: improve scores on State and other appropriate assessments</p> <p>Staff Responsible for Monitoring: principal, teachers</p> <p>Funding Sources: Special Education Supplies and Materials - Special Education Local Funds - \$3,300, Special Education Supplies and Materials - Special Education State Funds - \$11,000</p>	Formative			Summative
	Dec	Feb	Mar	May
<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>				