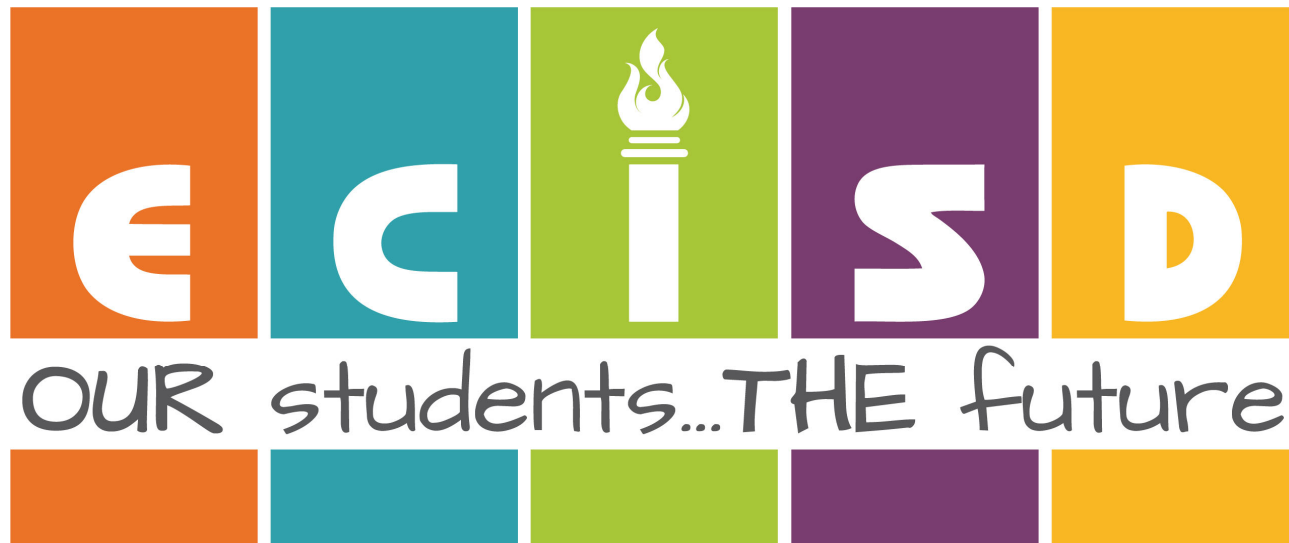


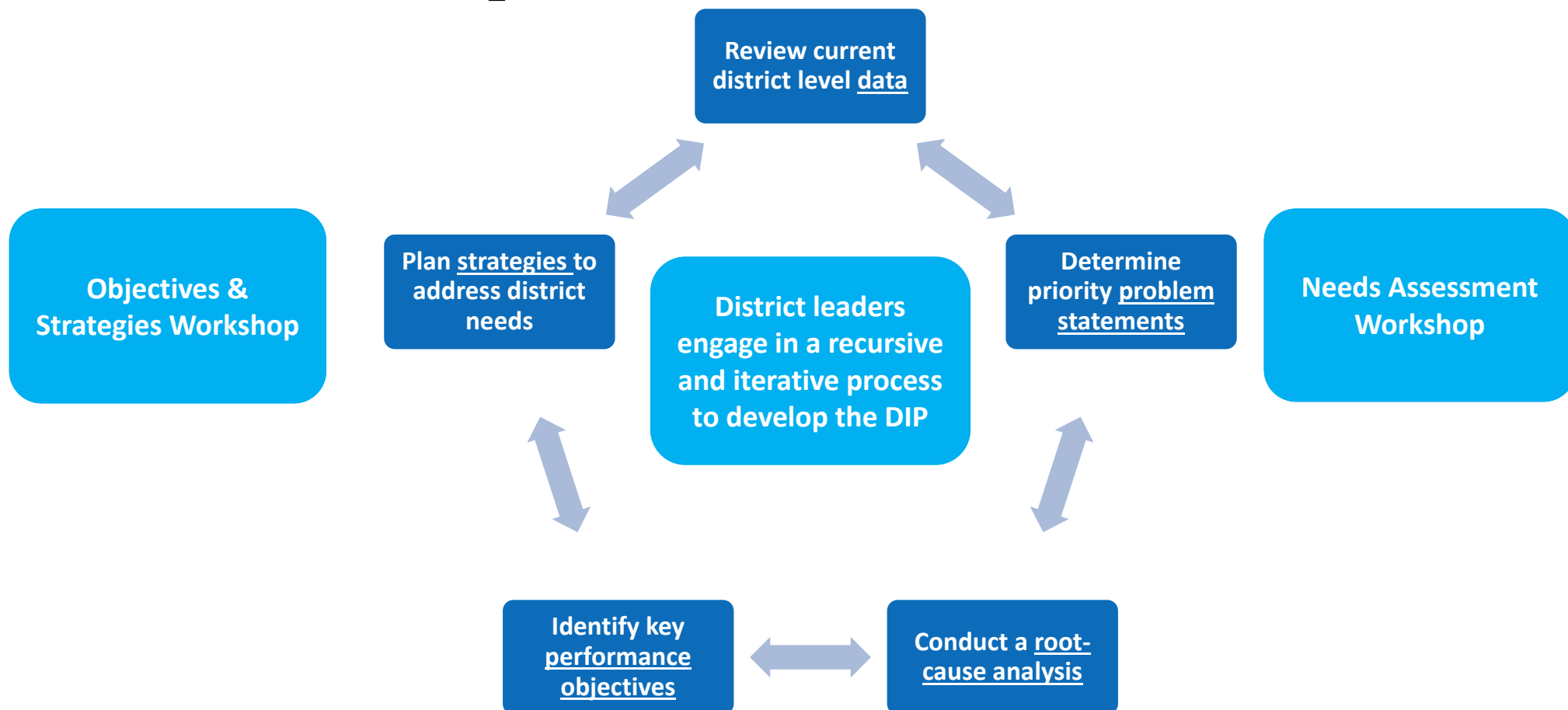
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# District Improvement Plan

**June 10th, 2025**



# District Improvement Plan Process



*"People support what they help create." -Dale Carnegie*

## Slide 2

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**RT0** Is there any way to remove the arrow in the back  
Roberto Trejo, 2025-06-04T04:13:37.654

**CW0 0** [@Roberto Trejo] Thoughts?  
Cheryl Wilson, 2025-06-04T18:31:26.568

# District Improvement Plan Process

## Writing Priority Problem Statements (15 min)

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

Choose ONE to focus on

## Conducting a Root Cause Analysis

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

Traditional 8 Areas		Multiple Measures of Data	
Demographics			
Problem Statement	:	In 24-25, only x% of 3rd grade students were reading on grade level.	
Root Cause	:		

## Writing Measurable Objectives

### Template:

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

### Examples:

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

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

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

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

S – Specific

M – Measurable

A – Achievable

R – Relevant

## Writing Aligned (and Measurable) Strategies

Every strategy must be tied to a performance objective.

### Performance Objective

What we are going to do

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

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

### Strategy(ies)

How we are going to do it

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

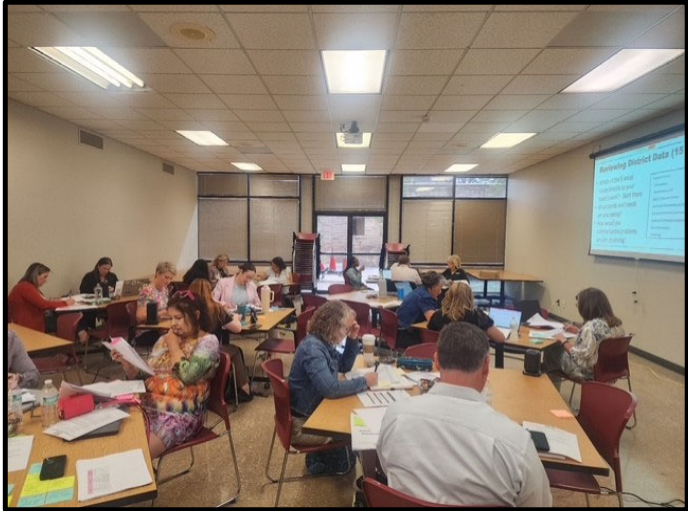
X team will provide reimbursement for costs related to certification to at least X number of teachers and track the number of teachers participating in this incentive.

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

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# District Improvement Plan Process

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# Board Goals

- **Goal 1:** The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.
  - **Goal 2:** The percentage of 3<sup>rd</sup> grade students reading at or above grade level will increase from 34% to 48% by May 2029.
  - **Goal 3:** The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.
  - **Goal 4:** Classroom Excellence
  - **Goal 5:** Culture of Excellence
- 



# Performance Objectives

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

## Writing Measurable Objectives

### Template:

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

### Examples:

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

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

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

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

**S** – Specific

**M** – Measurable

**A** – Achievable

**R** – Relevant

**T** – Timely

Identify key  
performance  
objectives

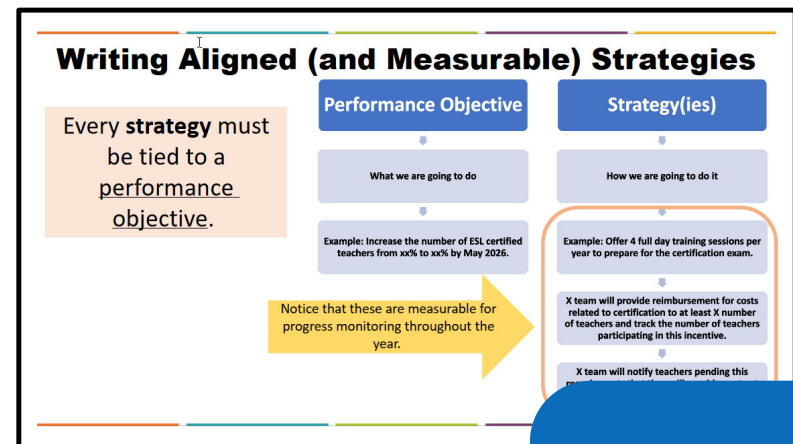


# Strategies

- Progress Monitoring: Quarterly

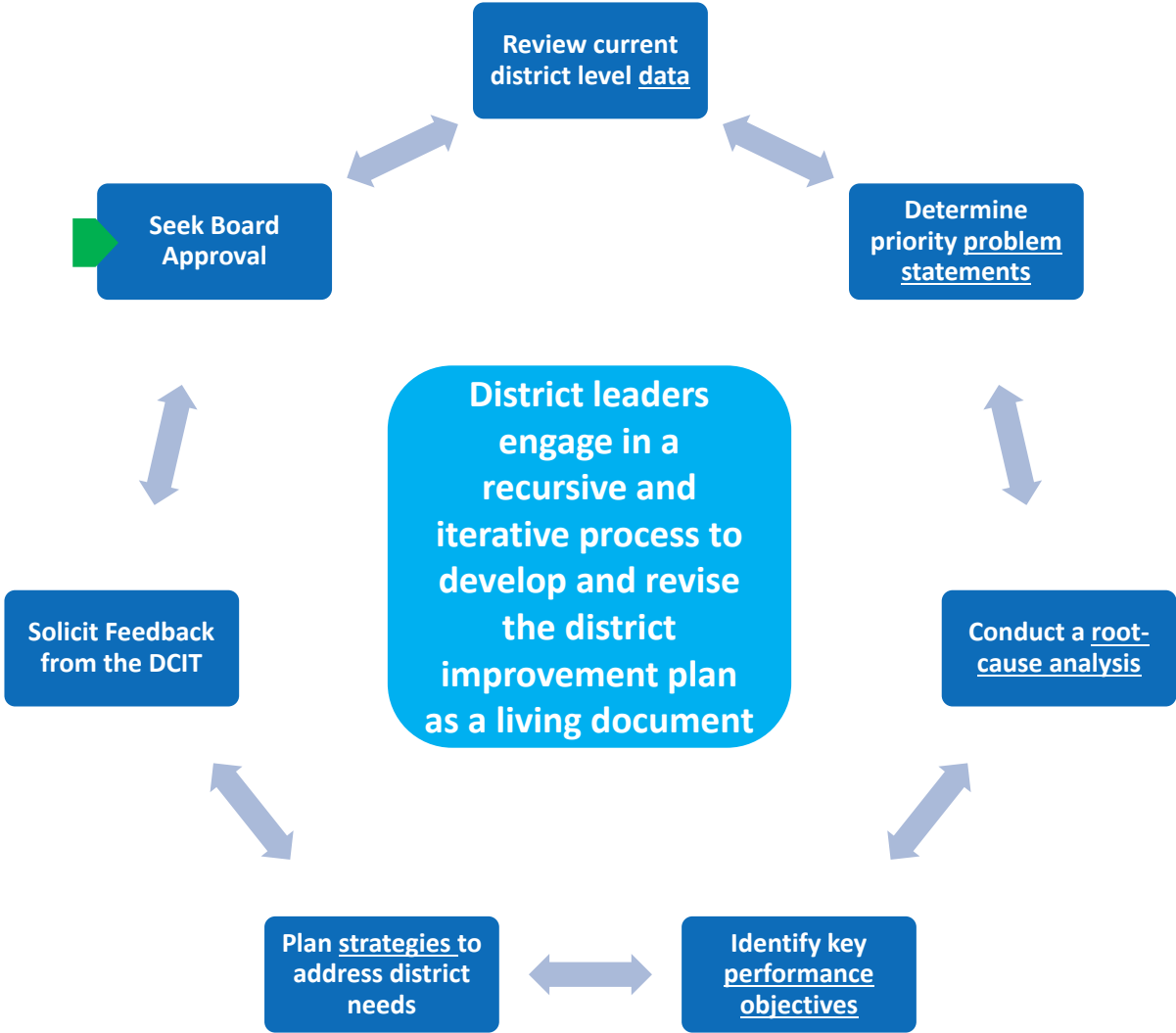


- Expected Results & Impact



Plan  
strategies to  
address  
district needs

# Board Approval



## Slide 9

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

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

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# Questions

