

**DUNCANVILLE ISD
STRATEGIC PLAN
2021-2026**

D'VILL



STRATEGIC PLAN ON A PAGE

MOTTO

Writing Success Stories, One Student at a Time

MISSION

Duncanville ISD: We engage, equip, and empower all scholars to achieve their unique potential

VISION

Duncanville ISD: Where dreams are inspired and excellence is achieved

VALUES

We are D'Ville...

P- Professionalism

A- Accountability and Excellence

N- Nurturing, Safe Environments

T- Transparent Communication

H- Honesty, Integrity and Ethics

E- Everyone Contributing to Student Success

R- Relationships, Equity, and Inclusion

S- Students as our Top Priority

Student Academic Success

- Increase the percentage of 3rd grade students that score meets grade level or above on Reading from 38% to 55% by June 2024.*
- Increase the percent of 3rd grade students that score meets grade level or above on STAAR Math from 40% to 55% by June 2024.*
- Increase the percentage of graduates who meet at least one college, career, or military reading indicator within the ~~A~~ accountability framework from 60% to 80% by August 2024.*
- Increase by 10% annually the number of academic distinctions, honors, recognitions and scholarships awarded to the district, campuses and students.

Student, Family, and Community Connections

- Provide students with choice opportunities at a 15% increase annually in Duncanville ISD schools to support postsecondary readiness.
- Increase student participation, experiences and service opportunities to ensure 90% of students are connected with areas of interest.
- Expand social, emotional and wellness supports by 10% annually for students and families to overcome barriers to academic success.

Personnel and Professional Growth

- Create a competitive salary structure that makes Duncanville ISD a top 10 regional district for compensation.
- Increase teacher and leader quality through targeted professional development with 75% annual achievement of defined performance measures.
- Improve capacity at all levels of the organization to create a quality pipeline for 70% of key leadership positions.
- Increase teacher retention to 85% through intentional programs and efforts.

Operational Excellence

- Provide anytime, anywhere access in technology for 100% of Duncanville ISD students.
- Create a culture of service and support with a 90% satisfaction rate of students, families and community members.
- Ensuring 95% of curriculum and program audit findings are addressed for the purpose of continuous improvement and excellence.

Financial Stewardship and Facilities

- Acquire alternative funding to address 75% of the identified facility, program and technology needs of the district.
- Ensure 100% of district facilities receive top ratings annually for health, safety and aesthetics.
- Ensure 60% of expenditures are targeted towards strategic goals and improvement.

Strategic Planning Process

Who are we?

Mission, Motto
Values

Where do we want
to be?

Vision
Graduate Profile ✓

What do we need to
focus on?

Priorities
Goals

How will we
measure success?

Measures ✓

What steps must
we take?

Action Plans ✓

How will we embed
in our culture?

Deployment Plan ✓

How will we be
accountable?

Monitoring Plan ✓

Timeline

FEB

MAR

APR

MAY

JUN

JUL

AUG

ONGOING

Create Action
Plans with
Stakeholder
Teams

Complete Graduate
Profile

Align Annual
Planning with
Strategic Plan

Finalize
Deployment and
Monitoring Plans

Align Budget
Priorities with
Strategic Plan

Deploy Strategic
Plan in alignment
with Budget Cycle

Initiate Scorecard
and Monitoring
Plan

ACTION PLANNING

Purpose Create 3 to 5 year action plans to ensure the achievement of the 17 approved strategic goals.

Approach:

- 5 Action Teams 1 for each Priority
- 10 Members per Team + Facilitator
- Avoid Repeating Members
- Facilitated by a Senior Leader
- 1-2 Meetings per Team

Stakeholder Grouping for each priority

- 1 Senior Leader (facilitator)
- 1 District Leader
- 1 Campus Leader
- 1 Teacher/Support Staff
- 1 Parent/Community
- 1 Student
- 1 Board Member
- 4 Additional from any area

ACTION PLANNING

- Senior Leader facilitation training will be held on 2/23/2021
- Action Team Participants will be invited on 2/26/2021
- Action Planning Meetings will take place from-3/26/2021
- Action Plans will be shared with the Board on 4/19/2021

Priority 1: Student Academic Success Dr. Cathy Sewell

Priority 2: Student, Family, & Community Connections Drs Karin Holacka

Priority 3: Personnel & Professional Growth Mrs. Kathleen Brown

Priority 4: Operational Excellence Dr. Sam Nix

Priority 5: Financial Stewardship & Facilities Mrs. Andrea Fields and Dr. Edd Bigbo

Questions and Comments

