

**DUNCANVILLE ISD**  
**STRATEGIC PLAN**  
**2021-2026**



# **What is the purpose of strategic planning?**



**Initiates change in an organization by aligning and prioritizing key targets and clarifying for administration the vision and goals of its stakeholders.**

# Strategic Planning Process



Diverse stakeholder committees consisting of: district administrators, campus administrators, classroom teachers, parents, and students



Committee members had to reach consensus on all Core Statements, Objectives, Portrait of a Graduate, and Action Plans in order to ensure all voices were heard and decisions were fully supported



Committee members walked away committed to being ambassadors for the plan and supporting actions and implementation

# Strategic Planning Roles

## Design Teams:

- Draft the district's mission, motto, vision, values, portrait of a graduate, priorities, goals, and measures

## Action Teams:

- Draft action steps that will ensure the goals are achieved

## Board of Trustees:

- AE (LEGAL) - The Board shall adopt a vision statement and comprehensive goals for the District and the Superintendent - Education Code 11.1511(b)(2)

## Superintendent:

- Recommend the vision and objectives to the Board
- Deploy and execute the strategic plan
- Monitor & adjust the action plans as needed

# Core Components

## MISSION:

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

## MOTTO:

Writing Success Stories, One Student at a Time

## VISION:

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

## Duncanville ISD Strategic Plan 2021-2026

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

**OUR VISION:**  
Where dreams are inspired and  
excellence is achieved

**OUR VALUES:** We are D'Ville...  
Professionalism  
Accountability and excellence  
Nurturing, safe environments  
Transparent communication  
Honesty, integrity, and ethics  
Everyone contributing to student success  
Relationships, equity, and inclusion  
Students as our top priority



### Student Academic Success

Increase the percentage of 3rd grade students that score meets grade level or above on STAAR 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 readiness indicator within the A-F 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.



### Students, Families, and Community Connections

Provide students with choice opportunities at a 15% increase annually in Duncanville ISD schools to support post-secondary 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 Development

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.

Writing Success Stories, One Student at a Time

## Duncanville ISD Portrait of a Graduate

### 5E Model by Grade level

EXPERIMENT. EXPOSURE. EXPLORATION. EXPERIENCE. EXPERTISE.

<b>CONSCIENTIOUS &amp; EFFECTIVE COMMUNICATOR</b> 	<b>ETHICAL &amp; GLOBAL CITIZEN</b> 	<b>CRITICAL &amp; CREATIVE THINKER</b> 	<b>RESPONSIBLE &amp; RESOURCEFUL DIGITAL CITIZEN</b> 	<b>ADAPTABLE PROBLEM SOLVER</b> 	<b>RESILIENT &amp; SELF-MOTIVATED SCHOLAR</b> 
<b>PK-2</b> <ul style="list-style-type: none"> <li>• Listens to stories</li> <li>• Makes wants, needs &amp; ideas known</li> </ul>	<b>PK-2</b> <ul style="list-style-type: none"> <li>• Helps others</li> <li>• Treats others with kindness</li> </ul>	<b>PK-2</b> <ul style="list-style-type: none"> <li>• Creates solutions</li> <li>• Uses imagination</li> </ul>	<b>PK-2</b> <ul style="list-style-type: none"> <li>• Explores technology</li> <li>• Follows tech use instructions</li> </ul>	<b>PK-2</b> <ul style="list-style-type: none"> <li>• Identifies good ideas</li> <li>• Uses resources</li> </ul>	<b>PK-2</b> <ul style="list-style-type: none"> <li>• Shares ideas</li> <li>• Tries again</li> </ul>
<b>Grades 3-6</b> <ul style="list-style-type: none"> <li>• Asks questions</li> <li>• Writes to share ideas</li> </ul>	<b>Grades 3-6</b> <ul style="list-style-type: none"> <li>• Understands that there are multiple cultures</li> <li>• Understands rights, privileges</li> </ul>	<b>Grades 3-6</b> <ul style="list-style-type: none"> <li>• Revises &amp; refines ideas</li> <li>• Creates unique solutions</li> </ul>	<b>Grades 3-6</b> <ul style="list-style-type: none"> <li>• Uses digital tools for research</li> <li>• Uses digital tools to collaborate</li> </ul>	<b>Grades 3-6</b> <ul style="list-style-type: none"> <li>• Uses information from different sources</li> <li>• Learns from mistakes</li> </ul>	<b>Grades 3-6</b> <ul style="list-style-type: none"> <li>• Sets a goal</li> <li>• Makes a plan to achieve goals</li> </ul>
<b>Grades 7-8</b> <ul style="list-style-type: none"> <li>• Speaks with confidence</li> <li>• Paraphrases &amp; makes connections</li> </ul>	<b>Grades 7-8</b> <ul style="list-style-type: none"> <li>• Joins community activities</li> <li>• Considers outside perspectives</li> </ul>	<b>Grades 7-8</b> <ul style="list-style-type: none"> <li>• Uses evidence to support theories</li> <li>• Uses information in new ways</li> </ul>	<b>Grades 7-8</b> <ul style="list-style-type: none"> <li>• Uses tech to explore</li> <li>• Uses tech to share ideas</li> </ul>	<b>Grades 7-8</b> <ul style="list-style-type: none"> <li>• Identifies challenges</li> <li>• Adjusts to overcome challenges</li> </ul>	<b>Grades 7-8</b> <ul style="list-style-type: none"> <li>• Practices time management</li> <li>• Reflects on experiences</li> </ul>
<b>Grades 9-12</b> <ul style="list-style-type: none"> <li>• Tailors communication to audience</li> <li>• Considers tone &amp; effects of communication</li> </ul>	<b>Grades 9-12</b> <ul style="list-style-type: none"> <li>• Acts with integrity</li> <li>• Seeks out diversity</li> </ul>	<b>Grades 9-12</b> <ul style="list-style-type: none"> <li>• Evaluates sources for validity</li> <li>• Asks follow-up questions</li> </ul>	<b>Grades 9-12</b> <ul style="list-style-type: none"> <li>• Uses social media respectfully</li> <li>• Understand tech pitfalls</li> </ul>	<b>Grades 9-12</b> <ul style="list-style-type: none"> <li>• Gathers feedback</li> <li>• Uses feedback to adapt</li> </ul>	<b>Grades 9-12</b> <ul style="list-style-type: none"> <li>• Advocates for self</li> <li>• Seeks out help</li> </ul>
<b>Postsecondary</b> <ul style="list-style-type: none"> <li>• Asks direct questions</li> <li>• Responds with care</li> </ul>	<b>Postsecondary</b> <ul style="list-style-type: none"> <li>• Demonstrates empathy &amp; respect</li> <li>• Advocates for compassion &amp; respect</li> </ul>	<b>Postsecondary</b> <ul style="list-style-type: none"> <li>• Develops curiosity in new topics</li> <li>• Handles ambiguity well</li> </ul>	<b>Postsecondary</b> <ul style="list-style-type: none"> <li>• Publishes original content online</li> <li>• Identifies fake news</li> </ul>	<b>Postsecondary</b> <ul style="list-style-type: none"> <li>• Identifies healthy coping strategies</li> <li>• Sees challenges as opportunities</li> </ul>	<b>Postsecondary</b> <ul style="list-style-type: none"> <li>• Sets goals regularly</li> <li>• Uses strengths to reach goals</li> </ul>



## Student Academic Success

Goal 1: Increase the percentage of 3rd grade students that score meets grade level or above on STAAR Reading from 38% to 55% by June 2024.

Measures: BOY/MOY/EOY Measures on Circle and MAP; Year to Year Cohort Growth

Action Steps	Measures	Owner	Funding	Timeline
1 Create and incentivize a cohort of 2nd and 3rd grade teachers to engage in on going collaboration and learning in the science of reading.	100% of 2nd and 3rd grade teachers will participate in a minimum of 1 cohort activity annually.	Chief Academic Officer; Chief of Schools Elementary	\$15,000 for 100 teachers for extra duty	Year 1
2 Create district-wide elementary reading events and a video library to aide parents with assisting students at home.	2 or more district-wide reading events will take place annually; 100% of elementary campuses will display and communicate the video library.	Chief Academic Officer; Chief of Schools Elementary; Chief Technology Officer	\$20,000 for materials, author fees, and books	
3 Articulate and measure an aligned set of expectations for teaching reading across content areas in which campuses will be held accountable for adhering.	1 set of written and communicated expectations for grade levels K-3; 100% of teachers have received training on reading across content areas; 1 walkthrough monthly will be focused on monitoring reading across the content areas.	Chief Academic Officer; Chief of Schools Elementary	\$5000 for training materials	Year 3
4 Create, model and train on exemplar ELAR lessons for the standards in which the district historically underperforms.	3 or more lessons created per underperforming standard; 100% of created lessons are modeled with training provided.	Chief Academic Officer	\$15,000 for curriculum work groups and extra duty	Year 2
5 Require all K-3 teachers to submit one ELAR videoed lesson annually for district analysis, feedback, and coaching.	100% of K-3 ELAR teachers submitted a lesson and received feedback and coaching.	Chief Academic Officer; Chief Technology Officer	\$12,000 for technology and training resources	Year 3

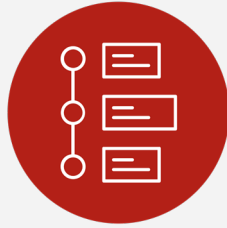
Action  
Plans



# Strategic Planning Process Next Steps



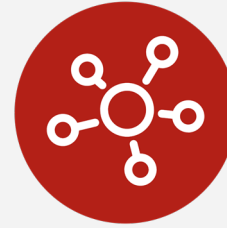
**Share with  
Board of  
Trustees**



**Execute  
Deployment  
Plan**



**Communicate to  
All Internal and  
External  
Stakeholders**



**Make  
Connections to  
Improvement  
Plan, Budget  
Priorities, and  
Superintendent  
Evaluation**



**Track Progress  
Quarterly with  
Senior  
Leadership**

# Questions and Comments

**“I will work with others to make sure that the plan is implemented with fidelity and do my part to educate on the plan and why it is important to student success.”**

**“I will commit to share the plan with stakeholders and facilitate the action steps with positivity and energy for the success of our scholars.”**

**“I will use this information as a roadmap to impact scholar success.”**

