

Duncanville Independent School District

Duncanville High School

2024-2025 Priorities/Goals/Strategies



Mission Statement

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.

Value Statement

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

Table of Contents

Priorities	3
Priority 1: Student Academic Success	3
Priority 2: Students, Families, and Community Connections	10
Priority 3: Personnel and Professional Development	14
Priority 4: Financial Stewardship and Operational Excellence	17

Priorities

Priority 1: Student Academic Success

Goal 1: Increase the percentage of number of students who score meets grade level or above on STAAR EOC English I from 39% to 48% by June 2025.

HB3 Priority

Evaluation Data Sources: BOY/MOY/EOY Measures on MAP; Year to Year Cohort Growth; District Assessment Data

Strategy 1 Details	Reviews			
Strategy 1: Administer MAP Growth for Reading and Language as a means for assessing student progress and personalizing instruction in ELAR and desegregate student MAP growth data during collaborative team time to identify student need, set student growth goals, establish interventions and/or enrichment needs and monitor progress. Strategy's Expected Result/Impact: 100% of students will be assessed 3 times annually; 90% of students will show growth from BOY to EOY. Staff Responsible for Monitoring: Campus Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 1: Student Academic Success

Goal 2: Increase the percentage of number of students who score meets grade level or above on STAAR EOC English II from 47% to 52% by June 2025.

Evaluation Data Sources: BOY/MOY/EOY Measures on MAP; Year to Year Cohort Growth; District Assessment Data

Strategy 1 Details	Reviews			
Strategy 1: Data-Driven Instruction: Analyze benchmark and formative assessment data to identify skill gaps. Provide targeted interventions for students who are close to the Meets standard. Daily Writing Practice: Implement quick writes and constructed responses focused on STAAR-aligned prompts. Use peer review and teacher feedback to refine writing skills. Reading Comprehension Strategies: Explicitly teach annotation techniques and text-dependent questioning. Use high-interest, rigorous texts to build analysis skills. Test-Taking Strategies: Provide direct instruction on STAAR question stems and elimination strategies. Implement timed practice tests with debrief sessions. Vocabulary Development: Focus on academic and Tier 2 vocabulary using word walls, context clues, and daily application. Intervention & Support Small-Group & Targeted Tutorials: Implement pull-out or push-in small group instruction for students scoring Approaches but not Meets. Offer before/after-school or Saturday STAAR prep sessions. Cross-Curricular Support: Collaborate with History and Science teachers to reinforce reading and writing skills in their content areas. Mentorship & Motivation: Set up a goal-tracking system where students monitor their progress. Offer incentives for growth and achievement (certificates, recognition, etc.). Assessment & Monitoring Regular STAAR-Style Assessments: Use mini-assessments every 3-4 weeks to measure progress. Adjust instruction based on student performance trends. Teacher Collaboration & PLCs: Utilize Professional Learning Communities (PLCs) to share best practices. Conduct data meetings to refine instructional strategies based on student needs.	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Considerable	 Considerable	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 1: Student Academic Success

Goal 3: Increase the percentage of number of students who score meets grade level or above on STAAR EOC Algebra I from 12% to 20% by June 2025.

HB3 Priority

Evaluation Data Sources: BOY/MOY/EOY Measures on MAP; Year to Year Cohort Growth; District Assessment Data

Strategy 1 Details	Reviews			
	Formative			Summative
	Oct	Jan	Apr	June
	Considerable	Considerable	Considerable	

No Progress

Accomplished

Continue/Modify

Discontinue

Priority 1: Student Academic Success

Goal 4: Increase the percentage of graduates who meet at least one college, career, or military readiness indicator within the A-F accountability framework from 90% to 93% by June 2025.

HB3 Priority

Evaluation Data Sources: Percentage of students meeting quarterly performance indicators; Number of graduate students who have met CCMR

Strategy 1 Details	Reviews			
Strategy 1: Provide monthly TSI/SAT/ACT prep sessions in a variety of settings to support increased performance and achievement Strategy's Expected Result/Impact: 1 TSI/SAT/ACT prep session offered each month Staff Responsible for Monitoring: Campus Principal Associate Principal Advanced Academics TEA Priorities: Connect high school to career and college	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
Strategy 2 Details	Reviews			
Strategy 2: Train teachers on the district Portrait of a Graduate and define expectations for how characteristics will be developed at each grade level. Strategy's Expected Result/Impact: 100% of teachers will be trained and clear expectations defined to ensure all POAG characteristics are developed at each grade level Staff Responsible for Monitoring: Campus Principal TEA Priorities: Connect high school to career and college	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Some Progress	 Some Progress	
Strategy 3 Details	Reviews			
Strategy 3: Conduct nine weeks CCMR meetings to monitor and track TSI measures. Strategy's Expected Result/Impact: 4 meetings will be conducted throughout the year (1 per 9 weeks) Staff Responsible for Monitoring: Campus Principal TEA Priorities: Connect high school to career and college	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Some Progress	 Considerable	



No Progress



Accomplished



Continue/Modify



Discontinue

Priority 1: Student Academic Success

Goal 5: Increase the number of academic distinctions, AP scores, and scholarships awarded by 25%.

Evaluation Data Sources: Quarterly measure of distinctions trends; Year to year comparison

Strategy 1 Details	Reviews			
Strategy 1: Monitor and support counselor's implementation of T-SCESS through ensuring Annual Student Outcome Goals are targeted, reviewed, and met. Strategy's Expected Result/Impact: 100% of the Annual Student Outcome Goal Dashboard will be updated on a monthly basis; 1 or more student outcome goals were met. Staff Responsible for Monitoring: Campus Principal; Campus Counselor(s) Associate Principal Advanced Academics ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
No Progress Accomplished Continue/Modify Discontinue				

Priority 2: Students, Families, and Community Connections

Goal 1: Increase the number of students, parents, and staff who participate in district-wide surveys by 10%.

Evaluation Data Sources: Lead: Student, parent, and staff participation in all surveys available.

Strategy 1 Details	Reviews			
Strategy 1: Implement awareness opportunities for students to explore a variety of choice options based on interest and to support engagement. Strategy's Expected Result/Impact: 2 or more awareness activities will be provided for students to participate. Staff Responsible for Monitoring: Campus Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Considerable	 Considerable	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 2: Students, Families, and Community Connections

Goal 2: Increase student participation in community service opportunities to ensure 90% of students are connected with areas of interest.

Evaluation Data Sources: Lead: Student Service Hour Commitments Annually; Lag: Progress towards service hour commitments

Strategy 1 Details	Reviews			
Strategy 1: Create opportunities for students to give back to their local and global community through service opportunities and set a baseline for future tracking and growth. Strategy's Expected Result/Impact: 100% of students will have the opportunity to engage in one service opportunity annually and engagement tracked. Staff Responsible for Monitoring: Campus Principal Associate Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Considerable	 Considerable	
No Progress Accomplished Continue/Modify Discontinue				

Priority 2: Students, Families, and Community Connections

Goal 3: Expand social, emotional and wellness supports by 10% annually for students and families to overcome barriers to academic success.

Evaluation Data Sources: Number of SEL Supports Provided to Students; Lag: Total Discipline Referrals and Academic Failures

Strategy 1 Details	Reviews			
Strategy 1: Create a campus plan and expectations to support and target monthly integration of restorative practices relational tools and/or social emotional learning and model compliance through lesson plans and walkthroughs. Strategy's Expected Result/Impact: 100% of plan and expectations will be written and communicated; 95% of teachers will have restorative practices relational tools and/or social emotional learning strategies noted in their lesson plans Staff Responsible for Monitoring: Campus Principal Counseling ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Considerable	 Considerable	
Strategy 2 Details	Reviews			
Strategy 2: Conduct Panorama Data Talks with teachers every 9 weeks to discuss student SEL progress and efforts made to target individual skills. Strategy's Expected Result/Impact: 100% of teachers will participate in 9 weeks data talks regarding Panorama data Staff Responsible for Monitoring: Campus Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Considerable	 Considerable	

Strategy 3 Details	Reviews			
Strategy 3: Implement truancy prevention measures using the RaaWee System to increase student attendance. Strategy's Expected Result/Impact: 3% or less of the total student population will have pending or incompleted TPMs. Staff Responsible for Monitoring: Campus Principal Assistant Principals Attendance Clerks TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
Strategy 4 Details	Reviews			
Strategy 4: Support and conduct monthly guidance lessons with all students to support emotional well-being and healthy habits including the prevention of violence, bullying, drug/alcohol use, etc. Strategy's Expected Result/Impact: 100% of students will receive a monthly guidance lesson from the campus counselor. Staff Responsible for Monitoring: Campus Principal Counselors ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Apr	June
	 Some Progress	 Considerable	 Considerable	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 3: Personnel and Professional Development

Goal 1: Increase teacher and leader quality through targeted professional development with 75% annual achievement of defined performance measures.

Evaluation Data Sources: Lead: Quarterly Performance Targets Met; Lag: Increase in Annual Performance Targets Met

Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for new teachers and mentors to complete the components of the New Teacher Induction Plan. Strategy's Expected Result/Impact: 100% of New Teachers and Mentors will participate in professional learning, coaching sessions and data meetings as defined in the induction plan Staff Responsible for Monitoring: Campus Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
Strategy 2 Details	Reviews			
Strategy 2: Create and implement a campus professional development plan with targeted outcomes based on campus data. Strategy's Expected Result/Impact: 100% of staff members will participate in at least 1 campus professional development at least once per 9 weeks Staff Responsible for Monitoring: Campus Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 3: Personnel and Professional Development

Goal 2: Improve capacity at all levels of the organization to create a quality pipeline for 70% of key leadership positions.

Evaluation Data Sources: Lead: Quarterly Leadership Competency Checks; Lag: Internal Leadership Promotions

Strategy 1 Details	Reviews			
Strategy 1: Create a campus plan that enables teachers to lead peers in developing skills for teaching and learning in a 1:1 environment. Strategy's Expected Result/Impact: 3 or more opportunities per semester will be provided for peer-to-peer development for teaching and learning in a 1:1 environment. Staff Responsible for Monitoring: Campus Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
No Progress Accomplished Continue/Modify Discontinue				

Priority 3: Personnel and Professional Development

Goal 3: Increase teacher retention to 85% through intentional programs and efforts.

Evaluation Data Sources: Lead: Quarterly Retention Efforts; Lag: Annual Retention Rate

Strategy 1 Details	Reviews			
Strategy 1: Provide opportunities for staff to participate in monthly health/ wellness events to encourage self-care and healthy habits that support staff attendance and retention. Strategy's Expected Result/Impact: 60% of campus staff will participate in monthly health/ wellness events. Staff Responsible for Monitoring: Campus Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
Strategy 2 Details	Reviews			
Strategy 2: Embed information security tips, techniques, and reminders into campus communications or meeting agendas. Strategy's Expected Result/Impact: 1 or more embedded tips, techniques, or reminders will be in campus communications or meeting agendas per month Staff Responsible for Monitoring: Campus Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Accomplished	 Accomplished	
 No Progress  Accomplished  Continue/Modify  Discontinue				

Priority 4: Financial Stewardship and Operational Excellence

Goal 1: Administer district finances effectively and in line with regulations to achieve optimal educational outcomes.

Strategy 1 Details	Reviews			
Strategy 1: Conduct budget meetings to ensure alignment of expenditures to campus/student needs.	Formative			Summative
	Oct	Jan	Apr	June
	Considerable	Considerable	Accomplished	
No Progress Accomplished → Continue/Modify ✖ Discontinue				

Priority 4: Financial Stewardship and Operational Excellence

Goal 2: Provide a safe and orderly learning environment ensuring safety and security measures are followed.

Strategy 1 Details	Reviews			
Strategy 1: Train faculty and staff on safety and security of building to include locking of doors and ID checks for individuals not on campus faculty.	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
Strategy 2 Details	Reviews			
Strategy 2: Conduct door checks periodically to ensure all are locked at all times.	Formative			Summative
	Oct	Jan	Apr	June
	 Considerable	 Considerable	 Considerable	
No Progress Accomplished Continue/Modify Discontinue				