

Initiatives at a Glance – School Year 2024-2025

Pillar	Student Outcomes	Initiative Name	Phase Of Implementation	Chief	Cost	Students Served	\$pp	FTE	Expected Outputs	Grades	Total Campuses	%AA	%EB
High Quality Instruction	3rd Grade Reading	Literacy Acceleration Specialists	2 - Scaling	Huitt	\$10,892,624	2,819	\$3,864	116	Students who work with Literacy Acceleration Specialists should see improved rates of growth on i-Ready and STAAR Reading	2-5	112	37%	34%
		Reading Academies	3 - Established	Gaylord	\$2,737,852	12,720	\$215	20	Improved instructional practices for reading in K-3 classrooms, measured through improved TEI ratings, and improved academic outcomes in Reading for students	K-3	156	19%	51%
	High-quality Instructional Materials	High-Quality Instructional Materials (HQIM)	3 - Established	Gaylord	\$9,000,000	142,443	\$63	0	Increased access to rigorous instruction for all students.	All	241	19%	50%
		Instructional Software & Digital Tools	3 - Established	Gaylord	\$4,000,000	142,443	\$28	0	Improved ability to progress monitor student progress to inform differentiated instruction and support	All	241	19%	50%
		Universal Screener	3 - Established	Gaylord	\$1,610,000	84,439	\$19	0	Students receive more proactive and targeted supports in Reading and Math, resulting in stronger academic outcomes	K-8	199	18%	53%
	Professional Development	Campus Instructional Leadership Teams (CILT)	3 - Established	Gaylord	\$305,000	142,443	\$2	0	Improved instructional quality, and academic outcomes.	All	241	19%	50%
		Demonstration Teachers	2 - Scaling	Huitt	\$27,099,021	117,477	\$231	286	Stronger instruction and increased retention of novice teachers, leading to increased access to strong instruction for African American students	3-12	181	17%	54%
		Instructional Coaching	3 - Established	Huitt	\$6,752,910	81,724	\$83	56	Instructional coaching drives improved instructional practices as measured through teacher TEI ratings	3 - 10	241	18%	53%
		Leader Excellence, Advancement, and Development (LEAD)	3 - Established	Huitt	\$2,674,377	142,443	\$19	18	Stronger instructional leadership as measured by depth of prospective leader bench, increased retention of school leaders and improved leader effectiveness.	All	241	19%	50%
		Mentor Teacher Stipends	2 - Scaling	Abel	\$450,000	142,443	\$3	0	Improved climate scores and teacher survey results due to additional support from mentor teachers and strong onboarding practices	All	241	19%	50%
		Professional and Digital Learning	3 - Established	Gaylord	\$1,931,849	142,443	\$14	13	Increased access to rigorous instruction for all students	All	241	19%	50%
	Recruitment	ACE Hiring Incentives & Stipends	3 - Established	Abel	\$10,150,049	11,770	\$862	0	Reduced teacher vacancies across the district, with a focus on ACE campuses.	All	81	44%	42%
		Alt Cert Pipeline	3 - Established	Abel	\$389,219	6,550	\$59	3	Reduced teacher vacancies across the district, with a focus on HPC campuses	All	125	20%	51%
		Bilingual Stipend	3 - Established	Abel	\$6,512,000	71,575	\$91	0	Exposure to bilingual teachers and support staff increases academic outcomes and fluency for bilingual students.	All	241	1%	100%
		Black & Latino Male Residency	3 - Established	Abel	\$1,800,000	1,000	\$1,800	46	The residency program increases representation of high-priority equity groups in the teacher pipeline and within Dallas classrooms	K-5 and 9-12	8	42%	40%
		Critical Shortage Hiring Incentives	3 - Established	Abel	\$2,679,000	142,443	\$19	0	Decreased teacher vacancy rate.	All	241	19%	50%
		H-1B/J-1 Hiring Programs	2 - Scaling	Abel	\$2,163,500	7,933	\$273	0	Offering teaching opportunities through the J-1 program and supporting teachers through the H-1B process increases the quantity and quality of Dallas' teaching pool, as reflected in the number of teaching vacancies and TEI scores	All	241	1%	100%
		HPC Hiring Incentives & Stipends	3 - Established	Abel	\$7,700,000	52,672	\$146	0	Reduced teacher vacancies across the district, with a focus on HPC campuses.	All	81	31%	51%
		Human Capital Management (HCM) Infrastructure	3 - Established	Abel	\$413,600	142,443	\$3	1	Additional resourcing for recruiting results in a higher-quality and more robust pipeline of teacher and staff recruits	All	241	19%	50%

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High Quality Instruction	Targeted Supports	Accelerating Campus Excellence (ACE)	3 - Established	Huitt	\$117,433,584	12,162	\$9,656	1,506	Accelerating learning so all students graduate college and career strong, as measured through Dallas ISD student outcome goals (STAAR, MAP, etc.)	K-8	23	41%	41%
		Accelerating School Leadership	3 - Established	Huitt	\$650,000	60,663	\$11	0	Specialized resources for schools categorized as HPC or CSI will improve academic outcomes, as measured through STAAR scores, and school accountability grades, resulting in schools exiting the program.	K-12	72	28%	51%
		High-Quality Tutoring	3 - Established	Huitt	\$25,000,000	19,641	\$1,273	6	Improved academic outcomes, including higher rates of proficiency on STAAR.	4 - 12	227	22%	58%
Strategic Programming	3rd Grade Reading	Early Learning	3 - Established	Gaylord	\$19,541,217	42,213	\$463	11	By ensuring more students have earlier exposure to classroom and instruction, we expect to see increased kindergarten readiness and on-grade-level performance in later years of schooling	EC-2	188	20%	52%
		Early Learning Specialist	3 - Established	Gaylord	\$10,148,417	11,349	\$894	107	By increasing supports for early learning teachers, we expect to see improved instructional practice and outcomes for students.	EC-3	115	28%	43%
		Home Instruction for Parents of Preschool Youngsters (HIPPY)	3 - Established	Gaylord	\$2,589,238	764	\$3,389	38	Increased parental involved (as measured by Parental Involvement Interview), the child's school readiness (BRSA), and eventually K-ready as measured by BOY KEA Literacy Screener	NA		10%	76%
	College, Career, and Military Readiness	AP, AVID, G/T Teacher Development	3 - Established	Lusk	TBD		TBD	0	Stronger AP pass rates (scores 3+) and greater instructional quality and sense of empowerment for instructors and students.	6-12		TBD	TBD
		CCMR Instructional Specialists	3 - Established	Lusk	\$565,731	8,084	\$70	6	Blueprint oversight and graduating senior guidance drives higher rates of credit attainment and stronger graduation/college matriculation rates.	9-12	25	18%	48%
		Career Institutes	2 - Scaling	Lusk	\$13,000,000	5,763	\$2,256	240	Expanded access to CTE programming, as measured through the percent of graduates with A-F industry-based certifications and "CTE Completers"	9-12	21	16%	62%
		Career and Technical Education	3 - Established	Lusk	\$8,890,661	42,327	\$210	11	Access to CTE programming drives students' post-graduation readiness as measured through the percent of graduates that are CCMR.	9-12		19%	48%
		College Assessment Coordinators	3 - Established	Lear	\$1,000,000	2,369	\$422	9	Increasing the percentage of students meeting TSI benchmarks and overall TSI participation.	12	9	39%	42%
		College Assessment Readiness	3 - Established	Lusk	\$270,304	41,109	\$7	1	Increased testing participation rates, scores, and matriculation to higher education.	9-12	41	19%	49%
		College and Career Access Program (CCAP)	2 - Scaling	Lusk	\$10,422,932	39,125	\$266	1	Students access to CCAP drives greater college and career awareness at earlier stages of high school and results in higher college application rates	9-12	39	19%	48%
		Comprehensive Dual Credit	3 - Established	Lusk	\$470,275	2,606	\$180	4	Access to dual credit opportunities prepare comprehensive, magnet, and OTI high school students for a smoother transition to college, as reflected through higher application, matriculation, and persistence rates for Dallas ISD graduates	9 - 12	22	18%	34%
		Counselors	3 - Established	Lusk	\$13,370,977	41,109	\$325	144	Increased college readiness, applications, and matriculation.	9-12	41	19%	49%
		Early College High School (ECHS) -- Distinct Campuses	3 - Established	Lusk	\$10,248,146	1,359	\$7,541	100	Increased readiness for Higher Education through stronger academic preparation (measured through TSI + STAAR) and matriculation of college credits while in high school	9- 12	4	10%	62%
		Early College High School (ECHS) -- School-Within-a-School	3 - Established	Lusk	\$1,349,037	909	\$1,484	13	Increased readiness for Higher Education through stronger academic preparation (measured through TSI + STAAR) and matriculation of college credits while in high school	9- 12	3	13%	47%
		OnRamps Dual Enrollment	3 - Established	Lusk	\$500,000	765	\$654	1	Student access to rigorous coursework, increased college applications, matriculation, and persistence rates.	9-12	16	17%	36%
		P-TECH	3 - Established	Lusk	\$8,905,705	5,816	\$1,531	83	Increased rates of earning associate degrees, level I & II certifications	9-12	18	20%	49%

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Strategic Programming	Programming	Afterschool	3 - Established	Huitt	\$5,410,000	5,548	\$975	0	Equitable access to enrichment and academic programming, resulting in higher attendance rates and improved academic outcomes	K-12	70	39%	35%
		Public School Choice	3 - Established	Lusk	\$697,533	39,879	\$17	4	Gains in academic achievement and school culture driven by increased enrollment from priority student groups and improved student experiences/engagement.	K-12	81	17%	50%
		Summer Learning	3 - Established	Huitt	\$7,500,000	11,714	\$640	0	Increased participation in enrichment/extracurricular activities and minimizing learning loss.	K-8	65	19%	55%
	Special Populations	Advanced Academic Services	3 - Established	Lusk	\$13,385,460	TBD	TBD	TBD	Greater participation in advanced academic programming, particularly for high priority populations, and stronger academic engagement and achievement, including higher graduation and college enrollment rates.	K-12	TBD	TBD	TBD
		Dyslexia Services	3 - Established	Lear	\$7,629,258	7,887	\$967	210	Both (a) a stronger identification rate of students with dyslexia, and (b) increased quality of services provided, as shown through stronger reading iReady/STAAR scores	K-12	236	17%	47%
		DL/ESL Administration	3 - Established	Lear	\$1,926,787	71,859	\$27	2	Increased fluency + academic achievement of all EB students and non-EB dual lang. students	All	241	1%	100%
		DL/ESL Instructional Specialists and Coordinators	3 - Established	Lear	\$3,592,231	71,859	\$50	44	Improved instructional practice from Dual Language instructors such that students learn how to speak, write, read, listen, and think in both Spanish and English, preparing students for greater career and professional options.	All	241	1%	100%
		Dallas International Academy	1 - Pilot Stage	Lear	\$866,351	139	\$6,233	12	Assist immigrant students linguistically, social-emotionally and academically in support of increased college, career, and military readiness.	9-12	1	1%	100%
		ESL Teachers	3 - Established	Lear	\$83,476,736	29,650	\$2,815	1,036	Increased English proficiency in listening, reading, speaking, and writing.	All	241	3%	100%
		Immigrant Programs	3 - Established	Lear	\$1,574,661	14,354	\$110	2	Increased support to families + students as they acclimate to the US to catalyze their path toward academic success	All	241	1%	95%
		One-Way Dual Language Teachers	3 - Established	Lear	\$101,445,184	30,526	\$3,323	1,259	Students will have increased ability to speak, write, read, listen, and think in both Spanish and English, preparing students for greater career and professional options.	K-6	134	1%	100%
		Two-Way Dual Language Teachers	3 - Established	Lear	\$20,385,728	6,137	\$3,322	253	Students learn how to speak, write, read, listen, and think in both Spanish and English, preparing students for greater career and professional options.	K-6	75	4%	60%
		GRAAD: Advocacy and Outreach	2 - Scaling	Huitt	\$990,923	6,262	\$158	8	Increased rates of attendance, credit completion, and graduation for program participants	8 - 12	23	24%	50%
		GRAAD: Attendance Intervention Programs	3 - Established	Huitt	\$660,653	142,443	\$5	7	A decrease in numbers between our Tier IV intervention and Affidavit filing and a decrease in numbers between our Warning Letter notifications and Violation Letter notifications.	All	241	19%	50%
		GRAAD: Credit Recovery and Acceleration Programs	2 - Scaling	Huitt	\$7,605,674	12,906	\$589	50	Increased credit completion and graduation for Dallas ISD students.	8-12		24%	52%
		Reset Centers	3 - Established	Lear	\$6,360,568	3,033	\$2,097	58	Improved student behavior and higher levels of engagement in learning.	6-12	54	40%	44%
		Student Engagement Coordinators	3 - Established	Lear	\$562,684	498	\$1,130	8	Increased academic outcomes and social success at selected secondary campuses.	6-12	8	46%	23%
		Resource Centers	2 - Scaling	Lear	\$1,053,998	738	\$1,428	6	Improved attendance, behavior, and academic outcomes experienced by students as the result of their families gaining necessary resources from programs and services offered.	All	105	28%	56%
		Mental Health: Clinicians + School-Based Services	3 - Established	Lear	\$11,675,439	7,011	\$1,665	98	Improved academic outcomes enabled by easily accessible, comprehensive, and research-based mental health services assisting children + families in overcoming personal challenges	All	241	30%	37%

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		Youth and Family Center	3 - Established	Lear	\$8,302,734	2,417	\$3,435	72	Improved learning as the result of addressing mental, behavioral, and physical health issues a child may experience.	All	241	24%	41%
Internal and External Community Engagement	Family and Community Engagement	Campus Points of Contact (POCs)	3 - Established	Dahlander	\$8,118,496	104,640	\$78	176	Increased engagement of families and community members at Dallas ISD campuses.	All	157	18%	54%
		Communications: Grassroots Marketing, Digital + Print Media	3 - Established	Daniels	\$4,800,000	142,443	\$34	36	Increased awareness of the mission and goals of the district as it seeks to raise the academic achievement of each student.	All	241	19%	50%
		Department-Driven Marketing	3 - Established	Daniels	\$4,400,000	142,443	\$31	0	Increased engagement and enrollment in Dallas ISD programs.	All	241	19%	50%
		Family Engagement Activities	3 - Established	Dahlander	\$3,252,386	139,340	\$23	8	Increased rates of family engagement for all students leading to enhanced academic achievement, social-emotional competence, and .	All	241	20%	51%
		Office of Broadcasting	3 - Established	Daniels	\$669,014	142,443	\$5	7	Increased engagement through videos and photos that inform the community about Dallas ISD.	All	241	19%	50%
		Translation Services	3 - Established	Daniels	\$1,769,393	70,766	\$25	30	Increased communication between Dallas ISD and emergent bilingual families in support of their children’s learning.	All	241	1%	100%