

DUNCANVILLE ISD STRATEGIC PLAN

2025-2028

OUR GAME-WINNING PLAN: FOCUS ON EVERY STUDENT AND EVERY DOLLAR.

PRIORITY 1: STUDENT ACADEMIC SUCCESS

PERFORMANCE OBJECTIVES:

- Increase the percentage of third-grade students meeting grade level on STAAR Reading from 34% to 43% by 2028.
- Increase the percentage of third-grade students meeting grade level on STAAR Math from 27% to 35% by 2028.
- Improve the district accountability rating for Domain II (School Progress) from 72% to 80% by 2028.

KEY ACTIONS	TIMELINE	SCORECARD MEASURES	CROSS-FUNCTIONAL TEAM
Re-evaluate and abandon academic initiatives, programs, and resources that are not yielding student performance gains or aligned district-wide.	Year 1 (Summer)	# of academic initiatives, programs, and resources evaluated quarterly	1. Chief Academic Officer* 2. Executive Director of Teaching and Learning 3. Director of Human Resources (Professional Staff) 4. Area Superintendent 5. Database Engineer 6. Campus Principal
Improve instructional quality by requiring and training on a focused set of non-negotiable research-based strategies that yield the highest academic gains.	Year 1 (Spring)	% of students meeting math growth targets at BOY, MOY, and EOY % of students meeting reading growth targets at BOY, MOY, and EOY % of teachers using high-yield instructional strategies each grading period	
Develop/adopt and monitor scripted lesson plans for math and reading (PK-8) for all low-performing campuses and novice teachers to ensure rigor, relevance, and alignment.	Year 3 (Spring)	% of teachers adhering to the scripted curriculum based on quarterly calibration walks	
Create and deploy instructional plans and processes that ensure consistency of practice district-wide (i.e., Curriculum management plan, professional learning plan, instructional model and expectations, and aligned instructional resources.)	Year 2 (Fall)	# of instructional plans developed and deployed quarterly	

PRIORITY 2: STUDENTS, FAMILIES, AND COMMUNITY CONNECTIONS

PERFORMANCE OBJECTIVES:

- Increase the percentage of students graduating college and/or career-ready from 89% to 96% by 2028.
- Increase the average student attendance from 91.8% to 94% by 2028.
- Increase the number of students meeting TSI from 11% to 21% by 2028.

KEY ACTIONS	TIMELINE	SCORECARD MEASURES	CROSS-FUNCTIONAL TEAM
Require campuses to develop and monitor individualized improvement plans for all high school students not on target for meeting a CCMR indicator.	Year 1 (Winter)	% of students have met a CCMR indicator at BOY, MOY, and EOY # of students on a CCMR improvement plan quarterly	1. Chief of Staff* 2. Chief of Athletic Operations 3. Director of Career and Technical Education 4. Director of Student Services 5. Executive Director of Technology 6. Campus Principal
Grow student and family awareness of academic and social/emotional progress through the establishment and ongoing tracking of student scorecard measures and goals.	Year 2 (Fall)	% of students meeting scorecard targets at BOY, MOY, and EOY	
Eliminate barriers and distractions to student learning by establishing a tracking and monitoring system for ensuring quality use of instructional time.	Year 2 (Winter)	% of teachers effectively using instructional time based on quarterly walkthroughs	
Plan and execute authentic choice and acceleration programs at all levels that appeal to and target advanced students.	Year 3 (Fall)	% of students in choice/acceleration programs at BOY, MOY, and EOY	

PRIORITY 3: PERSONNEL AND PROFESSIONAL DEVELOPMENT

PERFORMANCE OBJECTIVES:

- Increase the number of teachers receiving a TIA distinction from 0 to 60 by 2028.
- Increase the percentage of teachers holding a valid Texas certification from 85% to 89% by 2028.
- Increase the retention of certified teachers from 79% to 82% by 2028.

KEY ACTIONS	TIMELINE	SCORECARD MEASURES	CROSS-FUNCTIONAL TEAM
Implement a cadence of accountability system for campus and department leaders to continuously monitor academic progress and operational quality.	Year 1 (Winter)	% of COA academic targets met quarterly % of COA operational targets met quarterly	1. Chief of Human Resources* 2. Deputy Chief 3. Director of Assessment and Accountability 4. Director of Budget 5. Campus Principal 6. Chief of Strategic Initiatives
Develop and execute a comprehensive instructional leadership professional development plan for campus administrators to enhance their instructional knowledge and leadership skills.	Year 2 (Fall)	# of PD sessions targeting instructional leadership quarterly	
Create leadership improvement plans for all principals focused on "one thing" from T-PESS Domain V to target growth and knowledge.	Year 1 (Summer)	# of principals meeting improvement plan targets quarterly	
Establish scorecard targets for district and campus leaders to articulate expected performance and evaluation goals.	Year 1 (Fall)	% of campuses/departments meeting scorecard targets at BOY, MOY, and EOY	

PRIORITY 4: FISCAL STEWARDSHIP AND OPERATIONAL EXCELLENCE

PERFORMANCE OBJECTIVES:

- Increase instructional expenditures (Function 11) from 52.74% to 60% by 2028.
- Improve School FIRST rating from an A-90 to A-94 by 2028.
- Reduce payroll expenditures by 5% from 85.36% to 80.36% by 2028.

KEY ACTIONS	TIMELINE	SCORECARD MEASURES	CROSS-FUNCTIONAL TEAM
Seek and execute financial and facility-use efficiencies that will support long-term cost savings for the district and re-establish a robust fund balance.	Year 3 (Summer)	% of facility capacity utilized at BOY, MOY, and EOY \$ of cost savings identified quarterly	1. Chief Financial Officer* 2. Director of Human Resources (auxillary staff) 3. Chief of Operations 4. Campus Principal 5. Chief of Communications 6. Director of State & Federal Programs
Establish clearly defined operational processes through the development of administrative regulations, and implement alignment and accountability measures.	Year 2 (Summer)	# of administrative regulations developed and deployed quarterly	
Engage in a strategic planning process to set long-term priorities and goals that will drive the district towards improvement.	Year 3 (Spring)	# of performance objectives progressing toward 3-year target each quarter	