

Dublin Independent School District



Dublin Intermediate

2025-2026 Goals/ Performance Objectives/ Strategies

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Goal 1

Dublin Intermediate School will prepare students to achieve or exceed federal and state standards on all state assessments and other standardized tests.

Performance Objective 1

All Dublin Intermediate students will meet or exceed the state standards on the STAAR mathematics, reading, and science tests.

Evaluation Data Source: individual student STAAR score reports; state accountability ratings; AYP report

Strategy 1

Ensure instruction of all students is by highly effective teachers and staff and follows a guaranteed, aligned, and viable curriculum (TCMPC).

Strategy's Expected Result/Impact: ESSA PR1500 for teachers/paraprofessionals, lesson plans, TTESS evaluation data, student assessment data

Staff Responsible for Monitoring: principal, teachers

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Strategy 2

Conduct a comprehensive needs assessment of the campus which may include but is not limited to STAAR, TELPAS, RDA, TAPR, ESSA, etc.

Strategy's Expected Result/Impact: disaggregated data, list of strengths/weaknesses, generated schoolwide reform strategies

Staff Responsible for Monitoring: administrators, teachers, counselor, SBDM team

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Strategy 3

Implement schoolwide reform strategies that address areas of weakness and maintain areas of strength as identified in the CNA.

Strategy's Expected Result/Impact: daily class schedules, student assessment data, tutorial logs, lesson plans

Staff Responsible for Monitoring: administrators, all faculty

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Strategy 4

Add an enrichment/intervention/remediation class to each student's schedule in 4th, 5th , & 6th grades to serve each grade level with a focus on mathematics and reading--previewing upcoming material and vocabulary and reviewing previously taught concepts for mastery.

Strategy's Expected Result/Impact: class schedules, lesson plans, student assessment data

Staff Responsible for Monitoring: administrators, enrichment teachers

Funding Sources: Intervention Teacher Dyslexia State Allotment, \$61,780

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Strategy 5

Implement a math, reading, and science intervention program for identified students, including diagnostic enrichment software.

Strategy's Expected Result/Impact: pre-/post-test data, student assessment data, program logs/ sign-in sheets

Staff Responsible for Monitoring: administrators, counselor, teachers

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Strategy 6

Continue the technology integration plan, adding the opportunity for students to connect and collaborate by using laptop computers, CleverTouch boards, etc.

Strategy's Expected Result/Impact: lesson plans, student assessment data

Staff Responsible for Monitoring: administrators, teachers, technology department

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Strategy 7

Administer regular checkpoints based on the campus calendar, pre-scheduled common based assessments each six weeks, and use data to determine future instruction as well as appropriate intervention/enrichment activities for each student.

Strategy's Expected Result/Impact: lesson plans, campus calendar, curriculum map, data analysis sheets, DMAC score reports, student assessment data

Staff Responsible for Monitoring: administrators, counselor, teachers

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Strategy 8

Schedule staff development on topics based on data from common based assessments and comprehensive needs assessment: STAAR testing, questioning techniques, research-based best practice strategies, educating students of poverty, technology integration, EB/ELPS strategies.

Strategy's Expected Result/Impact: staff development logs/sign-in sheets, TTESS evaluations, lesson plans, student assessment data

Staff Responsible for Monitoring: principal, central administration, teachers

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Strategy 9

Parents of all students will be notified weekly (IPR), at 3 weeks (Progress Report), and 6 weeks (Report Card) grade reporting dates.

Strategy's Expected Result/Impact: parent/teacher conference sign-in sheets, student assessment data, individual progress reports, 3 week progress reports, report cards, dated copies of letters sent home

Staff Responsible for Monitoring: administrators, counselor, teachers

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Strategy 10

Teachers will use content-specific mathematics, vocabulary, grammar, reading, writing, and questioning that is aligned with the higher levels of Bloom's Taxonomy and TCMPC performance indicators to ensure rigor and relevance in student learning.

Strategy's Expected Result/Impact: lesson plans, classroom walkthrough data, student assessment data

Staff Responsible for Monitoring: administrators, teachers

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Strategy 11

Administration will monitor instruction on a daily basis through Power Walk and provide oral and/or written feedback to teachers.

Strategy's Expected Result/Impact: classroom walkthrough data, feedback documentation, TTESS evaluation data

Staff Responsible for Monitoring: administrators

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Strategy 12

PLC groups will share and discuss research-based instructional strategies for all content areas.

Strategy's Expected Result/Impact: PLC and faculty meeting agendas, minutes, sign-in sheets, classroom walkthrough data, lesson plans, implementation of strategies in instruction

Staff Responsible for Monitoring: administrators, teachers, department/grade level chairs

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Strategy 13

Students will be given opportunities each week in all core content areas to respond to writing prompts in the various genres.

Strategy's Expected Result/Impact: lesson plans

Staff Responsible for Monitoring: teachers, administrators, counselor

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Strategy 14

Departmentalization of classes.

Strategy's Expected Result/Impact: master schedule, lesson plans

Staff Responsible for Monitoring: principal, assistant principal, teacher

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Strategy 15

Serve LEP students in core classes taught by teachers with ESL certification.

Strategy's Expected Result/Impact: teacher certification records

Staff Responsible for Monitoring: administrators, assistant superintendent, teachers

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Strategy 16

Highly effective teachers and a classroom aide are employed (ESSA) to provide rigorous instruction to students in reading and math to improve student performance objectives.

Strategy's Expected Result/Impact: class enrollment data, employment records

Staff Responsible for Monitoring: principal

Funding Sources: Highly Effective Teacher Title I, Part A (211), \$102,430, Highly effective Para-professional Title II, Part A (255), \$44,190

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Strategy 17

Accelerated Reader, Freckle Math, Get More Math, Progress Learning, Lowman, Lonestar, Storyworks, Scope, Rosetta Stone, and Read Naturally are implemented to provide intense intervention in reading and math for students in all grade levels.

Strategy's Expected Result/Impact: progress monitoring reports

Staff Responsible for Monitoring: teachers, principal, assistant principal

Funding Sources: ELL Student Programs Local Funds, \$16,810

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Strategy 18

Dublin Intermediate will employ a librarian aide to assist students with library needs.

Strategy's Expected Result/Impact: Master Schedule

Staff Responsible for Monitoring: Principal

Funding Sources: Librarian State Compensatory Education, \$17,624

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Strategy 19

Dublin Intermediate School implements HB1416 based on state assessment scores. Students who do not meet standard at Approaches on the state assessment are required to complete 30 hours of accelerated instruction at school.

Strategy's Expected Result/Impact: reaching grade level, passing checkpoints and six weeks grades

Staff Responsible for Monitoring: teachers, principal, assistant principal

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Strategy 20

Dublin Intermediate school will use DMAC/TFAR to construct all checkpoints. The data from testing will be used to lead instruction and address student needs.

Strategy's Expected Result/Impact: checkpoint data through DMAC

Staff Responsible for Monitoring: administrators, teachers

Funding Sources: DMAC Local Funds, \$13,441

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Performance Objective 2

At least 15% of all students in each sub population and in each STAAR tested subject area will score at the Masters Level standard.

Evaluation Data Source: individual student STAAR score reports; state accountability ratings;

Strategy 1

Continue the technology integration plan, adding the opportunity for students to connect and collaborate by using laptop computers, Clever Touch boards, etc.

Strategy's Expected Result/Impact: lesson plans, student assessment data

Staff Responsible for Monitoring: administrators, teachers, technology department

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Strategy 2

Administer regular pre-scheduled checkpoints based on the district calendar, two common based assessments each six weeks and use data to determine future instruction as well as appropriate intervention/enrichment activities for each student.

Strategy's Expected Result/Impact: lesson plans, campus calendar, DMAC score reports, student assessment data

Staff Responsible for Monitoring: administrators, counselor, teachers

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Strategy 3

Schedule staff development on topics based on data from common based assessments and comprehensive needs assessment.

Strategy's Expected Result/Impact: staff development logs/sign-in sheets, TTESS evaluation data, lesson plans, student assessment data

Staff Responsible for Monitoring: principal, central administration, teachers

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Strategy 4

Administration will monitor instruction through Power Walks on a daily basis and provide oral and/or written feedback to teachers.

Strategy's Expected Result/Impact: classroom walkthrough data and feedback documentation, TTESS evaluation data, lesson plans

Staff Responsible for Monitoring: administrators

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Strategy 5

PLC groups will evaluate assessment data to determine intervention, tutorials, etc.

Strategy's Expected Result/Impact: student assessment results

Staff Responsible for Monitoring: administrators, teachers, department/grade-level chairs

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Strategy 6

Invite and encourage students to participate in the UIL academic competition to promote higher level thinking.

Strategy's Expected Result/Impact: student assessment data-"commended performance" reports, UIL contest participation lists and results

Staff Responsible for Monitoring: administrators, teachers, UIL campus coordinator

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Strategy 7

Future Problem Solving (FPS) for students in the gifted/talented student group.

Strategy's Expected Result/Impact: master schedule, lesson plans, FPS competition results, student assessment data-"commended performance" reports

Staff Responsible for Monitoring: principal, counselor, GT facilitator/teacher

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Performance Objective 3

Dublin ISD State Compensatory Education funds will be used to improve or accelerate student performance on STAAR.

Evaluation Data Source: Dublin Intermediate is a Title I, Part A, Schoolwide program with a student poverty rate of at least 40% that combines Title I, Part A with SCE funds to serve identified (by the 13 PEIMS At-Risk Indicators codes) at-risk, as well as, all students in the district.

Strategy 1

Determine funding needs to improve STAAR student performance for at-risk students.

Strategy's Expected Result/Impact: STAAR reports, master schedules

Staff Responsible for Monitoring: Superintendent, Assistant Superintendent

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Strategy 2

Determine total full time equivalents (FTEs).

Strategy's Expected Result/Impact: Daily class schedules, PEIMS

Staff Responsible for Monitoring: Superintendent

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Strategy 3

Develop a policy for identifying, entering, and exiting students from the SCE program calculation of 110% and cost of regular ed program.

Strategy's Expected Result/Impact: Local Policy

Staff Responsible for Monitoring: Assistant Superintendent, principals

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Strategy 4

Provide teachers with the confidential list of At-Risk students.

Strategy's Expected Result/Impact: list developed

Staff Responsible for Monitoring: Principals, counselors

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Goal 2

Dublin Intermediate School will increase awareness, interest, and involvement in the education of students through the cooperative efforts of staff, students, parents, and community to develop school spirit and community pride in the school.

Performance Objective 1

Every parent/guardian will be informed of their child's progress through personal contacts by phone or in person and have opportunity to assist in the planning of parent involvement activities.

Evaluation Data Source: meeting agendas, minutes, and sign-in sheets

Strategy 1

Provide parent involvement activities, planned by both staff and parents.

Strategy's Expected Result/Impact: calendar of events, meeting agendas, minutes, & sign-in sheets

Staff Responsible for Monitoring: administrators, SBDM team members, teachers

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Strategy 2

Annually revise the campus school-parent-teacher compact; distribute to parents in English and Spanish; file signed compacts.

Strategy's Expected Result/Impact: SBDM team agenda, minutes, sign-in sheets; revised school-parent-teacher compact

Staff Responsible for Monitoring: administrators, SBDM team members

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Strategy 3

Provide assessment data results, IPRs, progress reports, report cards, and other achievement data to parents/guardians throughout the school year.

Strategy's Expected Result/Impact: copies of all communications sent to parents, report cards, progress reports, student assessment data

Staff Responsible for Monitoring: administrators, counselor, teachers

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Strategy 4

Parents of all students will be notified on a weekly basis, at the 3 week and 6 week grade reporting time through written notices and parent contacts.

Strategy's Expected Result/Impact: parent/teacher conference sign-in sheets, student assessment data

Staff Responsible for Monitoring: administrators, teachers

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Strategy 5

Conduct two Meet-the-Teacher Night/Title I School wide Parent meeting to inform parents of the school's participation in Title I, Part A as well as the rights/requirements of parent involvement.

Strategy's Expected Result/Impact: event sign in sheets

Staff Responsible for Monitoring: District and campus administrators, teachers

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Strategy 6

Continue making announcements and communicating with parents and community through various modes of communication.

Strategy's Expected Result/Impact: newspaper, facebook, communication logs

Staff Responsible for Monitoring: administrators, all faculty

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Performance Objective 2

Dublin Intermediate School will have parent, community, and high school volunteers.

Evaluation Data Source: sign-in sheets, volunteer logs

Strategy 1

Ensure committee representation--increase numbers of parent, community, and business representatives on campus committees.

Strategy's Expected Result/Impact: committee meeting agendas, minutes, and sign-in sheets

Staff Responsible for Monitoring: administrators

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Strategy 2

We will continue to implement Intermediate After-School Pre-Game fun night for a seasonal basketball game, Perfect Attendance Football/Basketball/Baseball Night, Straight A Football/Basketball/Baseball Night, Community Pep-Rally, Jingle Bell Bash, Fall Festival, Giving Gala, Class Parties, Christmas Programs, Field Day with the assistance of parents, PTO, and community members.

Strategy's Expected Result/Impact: sign-in sheets

Staff Responsible for Monitoring: Principal, Assistant Principal

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Strategy 3

We will have an Intermediate PTO that will help support the needs of Dublin Intermediate School.

Strategy's Expected Result/Impact: Help increase parent involvement on campus.

Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor

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Goal 3

Dublin Intermediate School will ensure that all staff members receive high-quality, ongoing staff development/training.

Performance Objective 1

Dublin Intermediate School will require attendance of research-based staff development for professional and paraprofessional staff to maintain 100% of classes taught by highly effective teachers and staff.

Evaluation Data Source: personnel records, staff development certificates and sign-in sheets

Strategy 1

Continue Professional Learning Communities (PLCs) to provide curricular and instructional dialogue opportunities for staff members.

Strategy's Expected Result/Impact: PLC meeting minutes, sign-in sheets

Staff Responsible for Monitoring: administrators, teachers

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Strategy 2

Schedule teachers to share at content meetings, faculty meetings or PLCs about instructional practices learned during a staff development session or during his/her mandatory comp time training.

Strategy's Expected Result/Impact: faculty meeting agendas, minutes, and sign-in sheets

Staff Responsible for Monitoring: principal

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Strategy 3

Ensure that all core teachers have completed or are in the process of completing ESL certification.

Strategy's Expected Result/Impact: personnel training certificates

Staff Responsible for Monitoring: principal, teachers

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Strategy 4

Secure training for staff in topics related to areas of needed improvement, based on data from common based assessments and comprehensive needs assessment.

Strategy's Expected Result/Impact: personnel training certificates

Staff Responsible for Monitoring: administrators, teachers

Funding Sources: Staff Development Local Funds, \$5,000

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Strategy 5

Secure highly effective teachers and staff as job openings and needs assessment data dictates. Special attention will be given to recruiting and hiring teachers with bilingual certification.

Strategy's Expected Result/Impact: personnel records

Staff Responsible for Monitoring: principal, curriculum director

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Goal 4

Dublin Intermediate School will ensure an up-to-date, safe, secure, healthy and supportive environment for all students and staff.

Performance Objective 1

Character development, positive leadership and relationships will be taught, fostered, and acknowledged for 100% of the students.

Evaluation Data Source: student surveys

Strategy 1

Continue participation in Red Ribbon Week to encourage drug free commitments, school spirit and leadership skills.

Strategy's Expected Result/Impact: student and staff commitment banners

Staff Responsible for Monitoring: counselor, student council, all staff

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Strategy 2

Continue employment of campus guidance counselor.

Strategy's Expected Result/Impact: employment records

Staff Responsible for Monitoring: administration, counselor

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Strategy 3

Counselor does guidance lessons with students to encourage the six pillars of character: trustworthiness, respect, responsibility, fairness, caring and citizenship.

Strategy's Expected Result/Impact: Guidance Lessons

Staff Responsible for Monitoring: Principal, Counselor

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Performance Objective 2

100% of students and faculty will be safe and protected during all school events and activities, on or off campus.

Evaluation Data Source: discipline records, safety drill reports

Strategy 1

Continue employment of School Resource Officer (SRO) to ensure campus safety and assist in disciplinary incidences, as needed.

Strategy's Expected Result/Impact: discipline reports, police log

Staff Responsible for Monitoring: administrators

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Strategy 2

Ensure student and staff safety through the use of sentinel for behavior threat assessments, weekly door logs, monthly AED checks, and regular safety drills as required by the district calendar.

Strategy's Expected Result/Impact: Sentinel Logs

Staff Responsible for Monitoring: administrators, all staff

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Strategy 3

Dublin ISD continues to implement the guardian program on the Intermediate Campus.

Strategy's Expected Result/Impact: Guardian Training

Staff Responsible for Monitoring: Superintendent, Assistant Superintendent, Principal

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Performance Objective 3

A coordinated health program will be implemented to target the areas of, but not limited to, wellness, healthy living, safety, nutrition, exercise, and school attendance.

Evaluation Data Source: physical fitness pre-/post-test data, vision/hearing screening reports, immunization records

Strategy 1

All students will participate in at least 30 minutes of sustained, moderate to vigorous physical activity on a daily basis.

Strategy's Expected Result/Impact: master schedule, lesson plans

Staff Responsible for Monitoring: administrators, physical education teacher, Student Health Advisory Council

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Strategy 2

All students will participate in physical fitness pre-/post-testing each school year.

Strategy's Expected Result/Impact: FitnessGram results

Staff Responsible for Monitoring: administrators, physical education teacher

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Strategy 3

School nurse will provide verbal and/or written communication for staff, students, and parents.

Strategy's Expected Result/Impact: copies of letters, communication and clinic logs

Staff Responsible for Monitoring: school nurse, administrators

Funding Sources: School Nurse State Compensatory Education, \$69,130

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Goal 5

Dublin Intermediate School will engage students in activities and discussion regarding college/career readiness and their futures in secondary education and post-secondary opportunities.

Performance Objective 1

Every student will be given an opportunity to consider his/her future in school and will be prompted to consider future career options.

Evaluation Data Source: lesson plans, guidance lessons from counselor

Strategy 1

Counselor will offer guidance lessons to prompt future goals and teaching students to be better citizens in society.

Strategy's Expected Result/Impact: Students will learn skills and qualities of successful adults to help inform their future career goals.

Staff Responsible for Monitoring: counselor

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Goal 6

Dublin Intermediate School will maintain vital special population programs to increase performance on objectives set by federal and state accountability systems.

Performance Objective 1

Every child of Dublin Intermediate School will be instructed with his/her individual learning styles, characteristics, and strengths/weaknesses taken into account so that each one can reach maximum potential.

Evaluation Data Source: student assessment data, report cards, student survey results

Strategy 1

Continue the Response to Intervention (RtI).

Strategy's Expected Result/Impact: student assessment data

Staff Responsible for Monitoring: administrators, counselor, teachers

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Strategy 2

Continue the FPS (Future Problem Solvers) classes for gifted and talented students in grades 4, 5, and 6.

Strategy's Expected Result/Impact: lesson plans, student assessment data

Staff Responsible for Monitoring: administrators, GT Teacher

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Strategy 3

Implement a reading, science, and math intervention/enrichment program.

Strategy's Expected Result/Impact: student assessment data

Staff Responsible for Monitoring: administrators, counselor, teachers, intervention teacher

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Strategy 4

Coordinate and integrate Title I, Part A Schoolwide services with other educational services such as the LEP program, Special Ed program, Migrant program, neglected or delinquent youth, homeless children program, and immigrant children program.

Strategy's Expected Result/Impact: SBDM team meeting agendas and minutes, list of programs by campus

Staff Responsible for Monitoring: administrators, SBDM team, ESC

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Strategy 5

Highly effective teachers and aides will be employed to provide rigorous instruction to students.

Strategy's Expected Result/Impact: class enrollment data, employment records

Staff Responsible for Monitoring: administrators

Funding Sources: Highly Effective Teachers State Compensatory Education, \$101,023

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Strategy 6

Teachers will use accelerated and differentiated instruction to reteach skills to narrow gaps in learning identified through formative and summative assessment results.

Strategy's Expected Result/Impact: classroom walkthrough data and feedback documentation, lesson plans

Staff Responsible for Monitoring: teachers, principal, assistant principal

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Strategy 7

If a student is assigned to Outside Classroom Suspension (OCS), assignments will be sent home and will be assessed on the return to school to determine if reteaching and/or tutorials are needed.

Strategy's Expected Result/Impact: teachers sign-in sheets for ISS and DAEP, student grades on assigned work, student assessment data

Staff Responsible for Monitoring: administrators, teachers, ISS/DAEP personnel

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Strategy 8

Schedule staff development on topics based on data from common based assessments and comprehensive needs assessment: instructing students of poverty, EB/ELPS strategies.

Strategy's Expected Result/Impact: staff development agendas and sign-in sheets, implementation in instruction

Staff Responsible for Monitoring: administrators, central administration staff, teachers

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