

Denton Independent School District

District Improvement Plan

2025-2026 Compass Points/Performance Objectives/Strategies



Mission Statement

Denton ISD: Empowering lifelong learners to be engaged citizens who positively impact their local and global community.

Value Statement

Translation services are available upon request. If you would like to request this document to be translated in a language other than English, contact your child's principal so the request can be made to the district translator/interpreter for translation.

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Compass Points

Compass Point 1: Excellence in Student Outcomes -

Establishing clear goals with robust support systems and meaningful accountability measures to ensure every student thrives.

Performance Objective 1: Utilizing a Tiered System based on Socio-Economic Status (SES) and TEA's identified district comparison schools coupled with the Denton ISD Performance Playbook, campuses will meet the following percentages of students' Approaches rate of Math STAAR/EOC:

ELEMENTARY CAMPUSES

SES Tier	STAAR MATH 3 GOAL	STAAR MATH 4 GOAL	STAAR MATH 5 GOAL
Tier 1	88%	87%	93%
Tier 2	81%	77%	86%
Tier 3	74%	72%	81%
Tier 4	68%	67%	74%
Tier 5	63%	60%	71%

MIDDLE SCHOOL CAMPUSES

SES Tier	STAAR MATH 6 GOAL	STAAR MATH 7 GOAL	STAAR MATH 8 GOAL
Tier 1	90%	77%	89%
Tier 2	80%	65%	82%
Tier 3	71%	51%	70%
Tier 4	64%	51%	68%

HIGH SCHOOL CAMPUSES

SES Tier	STAAR EOC ALG I
Tier 2	81%
Tier 3	73%
Tier 4	71%

Evaluation Data Sources: STAAR / END-OF-COURSE (EOC) ASSESSMENTS

Strategy 1 Details	Reviews			
Strategy 1: Collaborative Teams will meet regularly to identify essential learning standards, plan for learning, and plan responses for students not meeting benchmarks. Strategy's Expected Result/Impact: Campuses will meet expectation for percentage of students' scoring Approaches on STAAR/EOC Increased accountability ratings Staff Responsible for Monitoring: Campus Administrators Area Superintendents Problem Statements: Student Learning 1 Funding Sources: Title I Instructional Coaches - Title I, Part A - \$349,094	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: Elementary: Use 100% of the district common assessments and monitor results to adjust for instruction. Secondary: Use 80% of the district common assessments and monitor results to adjust for instruction. Strategy's Expected Result/Impact: Campuses will meet expectation for percentage of students' scoring Approaches on STAAR/EOC Increased accountability ratings Staff Responsible for Monitoring: Campus Administrators Area Superintendents Problem Statements: Student Learning 1	Formative			Summative
	Dec	Mar	May	May
Strategy 3 Details	Reviews			
Strategy 3: Campuses will administer regular formative and common assessments tied to priority standards. Strategy's Expected Result/Impact: Campuses will meet expectation for percentage of students' scoring Approaches on STAAR/EOC Increased accountability ratings Staff Responsible for Monitoring: Campus Administrators Area Superintendents Problem Statements: Student Learning 1	Formative			Summative
	Dec	Mar	May	May

Strategy 4 Details		Reviews			
Strategy 4: The Teaching & Learning Department will provide ongoing professional development as a means of supporting the purpose, establishment of, and work of the professional learning teams placing an emphasis on essential learning standards, Tier 1 instructional expectations, usage of common assessments, differentiated intervention and teacher collaboration. Strategy's Expected Result/Impact: Campuses will meet expectation for percentage of students' scoring Approaches on STAAR/EOC Increased accountability ratings Increase in percentage of students meeting grade level Essential Learning Standards at all campuses Increase in percentage of students reading on grade level in grades K-5 Increase in percentage of students meeting report card assessment expectations K-5 Increase in percentage of students passing each report card grading period 6-12 Staff Responsible for Monitoring: Executive Director of Secondary Teaching and Learning Executive Director of Elementary Teaching and Learning Curriculum Coordinators Problem Statements: Demographics 2 - Student Learning 1 - District Processes & Programs 1		Formative			Summative
		Dec	Mar	May	May

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 2: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. Root Cause: With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.
Student Learning
Problem Statement 1: Student STAAR scores have declined when compared to State averages Root Cause: Lack of systems for monitoring and ensuring a Guaranteed and Viable Curriculum are being utilized with fidelity
District Processes & Programs
Problem Statement 1: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. Root Cause: With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.

Compass Point 1: Excellence in Student Outcomes -

Establishing clear goals with robust support systems and meaningful accountability measures to ensure every student thrives.

Performance Objective 2: Utilizing a Tiered System based on Socio-Economic Status (SES) and TEA's identified district comparison schools coupled with the Denton ISD Performance Playbook, campuses will meet the following percentages of students' Approaches rate of RLA STAAR/EOC:

ELEMENTARY CAMPUSES

SES Tier	STAAR RLA 3 GOAL	STAAR RLA 4 GOAL	STAAR RLA 5 GOAL
Tier 1	92%	95%	94%
Tier 2	85%	90%	89%
Tier 3	80%	86%	83%
Tier 4	76%	83%	78%
Tier 5	68%	77%	74%

MIDDLE SCHOOL CAMPUSES

SES Tier	STAAR RLA 6 GOAL	STAAR RLA 7 GOAL	STAAR RLA 8 GOAL
Tier 1	92%	92%	95%
Tier 2	85%	84%	89%
Tier 3	78%	76%	81%
Tier 4	73%	69%	77%

HIGH SCHOOL CAMPUSES

SES Tier	STAAR EOC ENG I	STAAR EOC ENG II
Tier 2	81%	85%
Tier 3	69%	78%
Tier 4	61%	72%

Strategy 1 Details	Reviews			
Strategy 1: Collaborative Teams will meet regularly to identify essential learning standards, plan for learning, and plan responses for students not meeting benchmarks. Strategy's Expected Result/Impact: Campuses will meet expectation for percentage of students' scoring Approaches on STAAR/EOC Increased accountability ratings Staff Responsible for Monitoring: Campus Administrators Area Superintendents Problem Statements: Student Learning 1 Funding Sources: Title I Instructional Coaches - Title I, Part A - \$349,094	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: Elementary: Use 100% of the district common assessments and monitor results to adjust for instruction. Secondary: Use 80% of the district common assessments and monitor results to adjust for instruction. Strategy's Expected Result/Impact: Campuses will meet expectation for percentage of students' scoring Approaches on STAAR/EOC Increased accountability ratings Staff Responsible for Monitoring: Campus Administrators Area Superintendents Problem Statements: Student Learning 1	Formative			Summative
	Dec	Mar	May	May
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	Dec	Mar	May	May

Strategy 4 Details		Reviews			
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		Dec	Mar	May	May

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 2: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. Root Cause: With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.
Student Learning
Problem Statement 1: Student STAAR scores have declined when compared to State averages Root Cause: Lack of systems for monitoring and ensuring a Guaranteed and Viable Curriculum are being utilized with fidelity
District Processes & Programs
Problem Statement 1: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. Root Cause: With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.

Compass Point 1: Excellence in Student Outcomes -

Establishing clear goals with robust support systems and meaningful accountability measures to ensure every student thrives.

Performance Objective 3: By June 2026, 49% of Elementary students, 44% of Middle School Students, and 40% of High School students will meet expected progress on TELPAS.

Evaluation Data Sources: TELPAS Results

Strategy 1 Details		Reviews			
Strategy 1: Provide ongoing professional development for teachers serving Emergent Bilingual students as it relates to curriculum and instruction, assessment, and language acquisition. Strategy's Expected Result/Impact: Emergent Bilingual students will demonstrate progress towards the English Language Proficiency Standards Staff Responsible for Monitoring: Director of Bilingual and ESL Programs Problem Statements: Demographics 2 - Student Learning 1 - District Processes & Programs 1		Formative			Summative
		Dec	Mar	May	May
No Progress Accomplished Continue/Modify Discontinue					

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 2: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. Root Cause: With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.
Student Learning
Problem Statement 1: Student STAAR scores have declined when compared to State averages Root Cause: Lack of systems for monitoring and ensuring a Guaranteed and Viable Curriculum are being utilized with fidelity
District Processes & Programs
Problem Statement 1: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. Root Cause: With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.

Compass Point 1: Excellence in Student Outcomes -

Establishing clear goals with robust support systems and meaningful accountability measures to ensure every student thrives.

Performance Objective 4: Increase College, Career, and Military Ready (CCMR) completer percentages from 77.4% to 80%.

Evaluation Data Sources: CTE certifications
CCMR Dashboard

Strategy 1 Details	Reviews			
Strategy 1: Educate students and families on the importance of College, Career, Military and/or Life Readiness, course planning, and provide opportunities for students to identify areas of interest/study prior to high school course planning so that students have maximum opportunities to complete CCMR and/or endorsement requirements. Strategy's Expected Result/Impact: CCMR completer percentages increase to 80% Percentage of students identified as College Ready increases Staff Responsible for Monitoring: Assistant Superintendent of School Leadership & Academic Programs Director of Career and Technical Education Area Superintendents Executive Director of Teaching & Learning Problem Statements: Student Learning 2	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: District CCMR Committee will monitor student progress towards CCMR completion, create targeted goals for completion, and plan for ways to support students, staff and families. Strategy's Expected Result/Impact: CCMR completer percentages increase to 80% Percentage of students identified as College Ready increases Staff Responsible for Monitoring: Assistant Superintendent of School Leadership & Academic Programs Director of Career and Technical Education District CCMR Committee Members Area Superintendents Executive Director of Teaching & Learning Problem Statements: Student Learning 2	Formative			Summative
	Dec	Mar	May	May
No Progress Accomplished Continue/Modify Discontinue				

Performance Objective 4 Problem Statements:

Student Learning

Problem Statement 2: Students from all demographics and backgrounds need access to a variety of college, career, military, and life readiness skills so they are prepared to thrive and succeed upon graduation. **Root Cause:** To ensure CCMR readiness and students' ability to gain CCMR points, students must be introduced to career and educational pathways prior to high school. Pathways, completer certifications, dual-credit, and/or AP credit assessments require students and guardians to be knowledgeable of CCMR options along with student interests.

Compass Point 1: Excellence in Student Outcomes -

Establishing clear goals with robust support systems and meaningful accountability measures to ensure every student thrives.

Performance Objective 5: By the end of 2025-2026, the Gifted and Talented survey will demonstrate at least 90% satisfaction among families served by ensuring students are served through advanced and rigorous coursework.

Evaluation Data Sources: Gifted and Talented Survey

Strategy 1 Details	Reviews			
Strategy 1: Administer family and student surveys to gather feedback on satisfaction among GT families, as measured by survey results. Strategy's Expected Result/Impact: Collect baseline for student and staff satisfaction among GT families Staff Responsible for Monitoring: Director of Advanced Academics Problem Statements: Perceptions 2	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: Use GT survey data to guide campus adjustments to GT programming. Strategy's Expected Result/Impact: Increase in family and student satisfaction as evidenced by GT surveys Staff Responsible for Monitoring: Director of Advanced Academics Problem Statements: Perceptions 2	Formative			Summative
	Dec	Mar	May	May
Strategy 3 Details	Reviews			
Strategy 3: Provide regular opportunities for family engagement and communication about GT services. Strategy's Expected Result/Impact: Increase in family and student satisfaction as evidenced by GT surveys Staff Responsible for Monitoring: Director of Advanced Academics Problem Statements: Perceptions 2	Formative			Summative
	Dec	Mar	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 5 Problem Statements:

Perceptions

Problem Statement 2: While Family Engagement scores have increased, Denton ISD is continuously looking to improve programs and practices. **Root Cause:** Many families are unfamiliar with ways to be engaged in their campus communities and in their child's learning. At Denton ISD we recognize parents choose to send their students to our campuses. We want to ensure we engage and partner with our families for educational outcomes.

Compass Point 2: Responsible Fiscal Stewardship -
Strategically allocating resources based on district needs and purpose-driven initiatives.

Performance Objective 1: Strategically allocate resources based on district needs and purpose-driven initiatives.

Evaluation Data Sources: Budgets
Expenditure reports
Budget justifications
Requisition and purchase justifications

Strategy 1 Details	Reviews			
Strategy 1: Ensure all budget requests, purchase requests, and approvals are in alignment with Denton ISD Compass Points/Strategic Plan and prioritized based on greatest need. Strategy's Expected Result/Impact: 100% alignment of all budget requests and expenditures with Compass Points and strategic plan Staff Responsible for Monitoring: Deputy Superintendent Problem Statements: Perceptions 1	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: Implement collaborative communication and engagement efforts to ensure all departments, programs, campuses and stakeholders are equipped to support efforts to address revenue loss resulting from decreased student attendance, challenges to the basic allotment, and increases in rates for services (i.e. utilities, maintenance, contracted services). Strategy's Expected Result/Impact: Decreased Budget Deficit Staff Responsible for Monitoring: Superintendent Deputy Superintendent Superintendent's Cabinet Executive Director of Budget and Finance Problem Statements: Perceptions 1	Formative			Summative
	Dec	Mar	May	May

Strategy 3 Details	Reviews			
Strategy 3: Maximize master schedule planning to promote responsible fiscal stewardship with a focus on providing high quality instruction for all programs. Strategy's Expected Result/Impact: Alignment in master scheduling across campuses Staff Responsible for Monitoring: Assistant Superintendent of School Leadership and Academic Programs Area Superintendents Campus Administrators Problem Statements: Perceptions 1	Formative			Summative
	Dec	Mar	May	May

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

Performance Objective 1 Problem Statements:

Perceptions
Problem Statement 1: The Gallup Employee Engagement Mean (3.98 on a 5.0 scale) has decreased (-0.08 down from the previous engagement mean of 4.06). According to the Gallup Employee Engagement Survey, all engagement areas showed decline. Root Cause: Denton ISD adopted a deficit budget after facing a lack of funding following legislative inaction the previous year. This deficit required positions to be absorbed, class size increases, budget reductions, and fewer resources. According to the Gallup Employee Engagement Survey the biggest change in staff responses (-0.14) were "I have the materials and equipment to do my work right."

Compass Point 3: Exceptional Workplace Environment -

Creating an environment with transparent expectations, comprehensive support, and foster professional agency for all staff.

Performance Objective 1: Denton ISD will create an environment that fosters professional agency for all staff and leads to an increase of 0.08 in overall staff engagement mean scores .

Evaluation Data Sources: Gallup Employee Engagement Survey

Strategy 1 Details	Reviews			
Strategy 1: Provide continuous support, guidance, professional development, and assistance for teachers new to the district through mentorship program. Strategy's Expected Result/Impact: Increase in employee engagement scores Increase in qualified candidates wanting to work in Denton ISD Staff Responsible for Monitoring: Assistant Superintendent for Human Resources Director of Employee and Staff Engagement Problem Statements: Demographics 2 - District Processes & Programs 1 - Perceptions 1	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: Increase recognition of teachers and staff through the creation of the RAD database that allows staff to be nominated/recognized for going above and beyond in their work with students, families, and the community. Strategy's Expected Result/Impact: Increase in engagement score of staff feels recognized and appreciated domain Staff Responsible for Monitoring: Executive Director of Communications Problem Statements: Perceptions 1	Formative			Summative
	Dec	Mar	May	May
Strategy 3 Details	Reviews			
Strategy 3: Utilize the Denton ISD Core Behavioral Programming Framework to inform and strengthen approaches to supporting student behavior. Strategy's Expected Result/Impact: Increase in staff engagement scores Decreases in negative student behavior and/or disciplinary referrals Staff Responsible for Monitoring: Campus Administrators Area Superintendents Director of Guidance and Counseling Assistant Director of Guidance and Counseling Problem Statements: Perceptions 1	Formative			Summative
	Dec	Mar	May	May



No Progress



Accomplished



Continue/Modify



Discontinue

Performance Objective 1 Problem Statements:**Demographics**

Problem Statement 2: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. **Root Cause:** With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.

District Processes & Programs

Problem Statement 1: Denton ISD is a fast growth district. While this growth is exciting, it also brings about challenges of ensuring adequate staffing, training of new and continued staff, and ensuring professional development is differentiated to meet the needs of all staff members. **Root Cause:** With the addition of many new students and growth projections for this fast growth rate to continue, Denton ISD will continue to have a need for hiring new staff.

Perceptions

Problem Statement 1: The Gallup Employee Engagement Mean (3.98 on a 5.0 scale) has decreased (-0.08 down from the previous engagement mean of 4.06). According to the Gallup Employee Engagement Survey, all engagement areas showed decline. **Root Cause:** Denton ISD adopted a deficit budget after facing a lack of funding following legislative inaction the previous year. This deficit required positions to be absorbed, class size increases, budget reductions, and fewer resources. According to the Gallup Employee Engagement Survey the biggest change in staff responses (-0.14) were "I have the materials and equipment to do my work right."

Compass Point 4: Reciprocal Family & Community Partnerships -

Building collaborative relationships with students, families, and communities while maintaining high standards.

Performance Objective 1: Strengthen reciprocal family and community partnerships by fostering open communication, shared decision-making, and collaborative opportunities that support student success, build trust, and engage families and community stakeholders as active partners in the educational process.

Evaluation Data Sources: Documentation of parent/family/community participation in events and initiatives

Meeting Sign-In Sheets

Increased feedback and input from families and community members

Evidence of two-way communication strategies

Strategy 1 Details	Reviews			
Strategy 1: Increase involvement of Denton ISD parents, families, and community members through routine sharing of engagement opportunities, recognition of parent and community partners, providing opportunities for sharing input/feedback, and supporting ways to extend learning at home and within the community. Strategy's Expected Result/Impact: Increased Parent-Family Engagement feedback Increased Parent-Family Engagement scores Problem Statements: Perceptions 2 Funding Sources: - Title I, Part A - \$50,266	Formative			Summative
	Dec	Mar	May	May
Strategy 2 Details	Reviews			
Strategy 2: Conduct a Parent-Family Engagement Survey to provide parents/guardians the opportunity to share feedback regarding continuous school and district improvement. Strategy's Expected Result/Impact: Identification of areas of celebration and areas for continuous improvement Enhanced parent/family engagement Staff Responsible for Monitoring: Executive Director of Communications Problem Statements: Perceptions 2	Formative			Summative
	Dec	Mar	May	May

Strategy 3 Details	Reviews			
Strategy 3: Promote reciprocal partnerships with parents, families, and community members of Emergent Bilinguals by offering opportunities for engagement, including academic workshops, community events, and two-way communication strategies that support English language development at home. Strategy's Expected Result/Impact: Increased parent, family, and community involvement will lead to greater understanding of how to support Emergent Bilingual students' English language development and overall academic success. Staff Responsible for Monitoring: Director of Bilingual and ESL Programs; Parent Liaison Problem Statements: Perceptions 2	Formative			Summative
	Dec	Mar	May	May
Strategy 4 Details	Reviews			
Strategy 4: Utilize Superintendent Student Advisory Council to enhance student and family engagement while amplifying student voice regarding key issues. Strategy's Expected Result/Impact: Increased parent and family engagement Increased student engagement Staff Responsible for Monitoring: Superintendent Problem Statements: Student Learning 2 - Perceptions 2	Formative			Summative
	Dec	Mar	May	May
Strategy 5 Details	Reviews			
Strategy 5: Utilize a systemic approach for monitoring student attendance, targeting chronic absenteeism, and student attendance supports. Strategy's Expected Result/Impact: Decrease in chronic absenteeism Staff Responsible for Monitoring: Director of Student Support Services Assistant Superintendent for School Leadership and Academic Programs Problem Statements: Demographics 1 - Perceptions 2	Formative			Summative
	Dec	Mar	May	May

Strategy 6 Details		Reviews			
Strategy 6: Provide support services to students and families that focuses on positive behavior intervention strategies and parenting resources that results in a 2% decrease in student suspensions and/or disciplinary placements. Strategy's Expected Result/Impact: Decrease in student suspensions Staff Responsible for Monitoring: Director of Counseling Assistant Director of Counseling Assistant Superintendent for School Leadership and Academic Programs Campus Administrators Problem Statements: Perceptions 2 Funding Sources: Engagement Coaches and Support Staff - Title IV, Part A - \$146,500		Formative			Summative
		Dec	Mar	May	May
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: While attendance rates have increased over the past few years, we continue to experience lower attendance rates than we did prior to the pandemic. Having students, in class, learning directly from their teachers and peers is critical to student learning and student success. Root Cause: Chronic absenteeism is at a rate of 14.6%. Students who are chronically absent tend to have lower academic achievement. Increasing student attendance rates is critical to student success and the overall academic performance of our campuses and district.
Student Learning
Problem Statement 2: Students from all demographics and backgrounds need access to a variety of college, career, military, and life readiness skills so they are prepared to thrive and succeed upon graduation. Root Cause: To ensure CCMR readiness and students' ability to gain CCMR points, students must be introduced to career and educational pathways prior to high school. Pathways, completter certifications, dual-credit, and/or AP credit assessments require students and guardians to be knowledgeable of CCMR options along with student interests.
Perceptions
Problem Statement 2: While Family Engagement scores have increased, Denton ISD is continuously looking to improve programs and practices. Root Cause: Many families are unfamiliar with ways to be engaged in their campus communities and in their child's learning. At Denton ISD we recognize parents choose to send their students to our campuses. We want to ensure we engage and partner with our families for educational outcomes.