

Denton Independent School District

District Improvement Plan

2023-2024 Guiding Outcomes/Performance Objectives/Strategies



Mission Statement

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

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Table of Contents

Guiding Outcomes	4
Guiding Outcome 1: Teaching & Learning - In pursuit of excellence, we will: * Develop and maintain a culture where learning remains our first priority * Advocate and practice true accountability based on measurement of individual student progress over time, regardless of external mandates * Cultivate a consistent, strong, district-wide balanced curriculum based on ongoing needs assessments supporting all students * Establish high expectations with a curriculum fostering inquiry, critical thinking, civic responsibility and exemplary citizenship * Cultivate a network of professional learning communities addressing the educational needs of every child in our district * Incorporate best practices into teaching, learning, technology and leadership * Foster and support an advanced digital learning environment * Establish goals for individual campuses that incorporate both measurable and intangible factors	4
Guiding Outcome 2: Culture & Climate - In pursuit of excellence, we will: * Honor the dedication and professionalism of all staff * Celebrate, respect and promote the value of diversity in our Denton ISD Community * Support a working environment ensuring open and transparent communication * Establish high expectations for success * Instill in students a love of lifelong learning * Foster a positive, welcoming environment encouraging parent and community partnerships * Promote health, wellness and emotional well-being * Effectively communicate achievements and recognitions to the Denton ISD community	11
Guiding Outcome 3: Growth & Management - In pursuit of excellence, we will: * Recruit, employ and retain high quality teachers * Remain committed to providing equitable and outstanding opportunities for every student on every campus * Work with the community in planning and facility development * Utilize citizens' advisory committees to focus on short and long-term tasks * Adjust policies and procedures to address rapid growth and changing demographics, nurturing our strong sense of community * Demonstrate effective and efficient management of district resources * Provide leadership and/or oversight to ensure District meets all fiscal, legal and regulatory requirements * Encourage teachers and staff to pursue advanced degrees * Pursue energy efficiency and conservation principles * Develop a budget focused on student and professional learning * Maintain a diverse workforce	14
Guiding Outcome 4: Opportunities for Students - In pursuit of excellence, we will: * Support college, career, military and life readiness * Engage students in extracurricular clubs and organizations * Advocate for public education across the state and nation * Develop academic skills and interpersonal relationships necessary for student success in college, the workplace and for life	16

Guiding Outcomes

Guiding Outcome 1: Teaching & Learning -

In pursuit of excellence, we will:

- * Develop and maintain a culture where learning remains our first priority
- * Advocate and practice true accountability based on measurement of individual student progress over time, regardless of external mandates
- * Cultivate a consistent, strong, district-wide balanced curriculum based on ongoing needs assessments supporting all students
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- * Cultivate a network of professional learning communities addressing the educational needs of every child in our district
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- * Foster and support an advanced digital learning environment
- * Establish goals for individual campuses that incorporate both measurable and intangible factors

Performance Objective 1: By June 2028, 90% of students will demonstrate reading on grade level by the end of 3rd grade as evidenced by district assessments, report card assessments, state assessments and early literacy indicators.

HB3 Guiding Outcome

Evaluation Data Sources: District Literacy Assessments

iReady Assessment

Report Card Assessments

STATE of Texas Assessments of Academic Readiness (STAAR)

TELPAS

Strategy 1 Details

Strategy 1: Monitor the reading performance of K-3rd grade students and provide effective Tier 1 instruction coupled with necessary interventions that yields an annual minimum increase of 10% of students reading on grade level.

Strategy's Expected Result/Impact: Annual percentage of K-3rd graders reading on grade level should increase by a minimum of 10% by June 2024.

By June 2028, 90% of Denton ISD K-3rd graders will demonstrate on grade level reading scores as evidenced by report card assessments, district assessments, Early Literacy Indicator assessments, iReady, STAAR assessments, and TELPAS assessments.

Staff Responsible for Monitoring: Associate Superintendent of Curriculum, Instruction & Staff Development

Assistant Superintendent

Director of Elementary Curriculum & Instruction

Elementary ELAR Coordinator

Area Superintendents

Principals

Director of Federal Programs & School Improvement

Campus Interventionists

Instructional Coaches

Strategy 2 Details

Strategy 2: Provide professional development to administrators and staff to increase the instructional skill set of special education and general education teachers as it relates to individualized, differentiated instruction as well as the STAAR 3-8 and End-of-Course format so that students with disabilities who participate in the Reading STAAR and/or End-of-Course Assessment will improve the level of satisfactory performance by a minimum of 2% on the first administration of the assessment.

Strategy's Expected Result/Impact: By June 2024, students with disabilities who participate in the Reading STAAR and/or End-of-Course Assessment will improve the level of satisfactory performance by a minimum of 2% on the first administration of the assessment.

Staff Responsible for Monitoring: Director of Special Education

Executive Director of Special Education

Special Education Supervisors

Results Driven Accountability

Guiding Outcome 1: Teaching & Learning -

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Performance Objective 2: By June 2028, 90% of 9th grade students will demonstrate mastery of Algebra I as evidenced by state Algebra I State of Texas Assessments of Academic Readiness (STAAR) End of Course assessments, district assessments and report cards/transcripts.

Evaluation Data Sources: Algebra I STAAR End-of-Course Assessments
Report Cards
District Assessments

Strategy 1 Details
<p>Strategy 1: Monitor student math performance and provide effective Tier 1 instruction coupled with necessary interventions that yield a minimum increase of 10% of students meeting on-grade-level math competency standards.</p> <p>Strategy's Expected Result/Impact: By June 2024, students demonstrating 'Meets Expectations" on math end-of-year district common assessments and STAAR assessments will increase by a minimum of 10%.</p> <p>Staff Responsible for Monitoring: Associate Superintendent of Curriculum, Instruction & Staff Development Assistant Superintendent Director of Elementary Curriculum & Instruction Elementary Math Coordinator Area Superintendents Principals Director of Federal Programs & School Improvement Campus Interventionists Instructional Coaches</p>

Strategy 2 Details

Strategy 2: Provide professional development to administrators and staff to increase the instructional skill set of special education and general education teachers as it relates to individualized, differentiated instruction as well as the STAAR 3-8 and End-of-Course format so that students with disabilities who participate in the Algebra I STAAR End-of-Course Assessment will improve the level of satisfactory performance by a minimum of 2% on the first administration of the assessment.

Strategy's Expected Result/Impact: By June 2024, students with disabilities who participate in the Algebra I STAAR End-of-Course Assessment will improve the level of satisfactory performance by a minimum of 2% on the first administration of the assessment.

Staff Responsible for Monitoring: Director of Special Education
Executive Director of Special Education
Special Education Supervisors

Results Driven Accountability

Strategy 3 Details

Strategy 3: Establish and provide training on a district-wide progress monitoring system (or dashboard) that will denote K-8 students who are identified as homeless and/or in foster care along with their individual assessment scores, DMTSS documentation, and/or intervention supports to allow campus administrators, classroom teachers, and support staff to routinely monitor the progress of students and determine necessary interventions.

Strategy's Expected Result/Impact: Students identified as homeless and/or in foster care will improve the level of satisfactory performance on STAAR Math Assessments by a minimum increase of 5%.

Staff Responsible for Monitoring: Academic Programs Department
Area Superintendents
Director of Federal Programs & School Improvement
Director of Counseling Services
Coordinator of Social Services
Coordinator of Intervention Services
Coordinator of Dyslexia

Results Driven Accountability

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Performance Objective 3: Establish a Guiding Coalition at every Denton ISD campus that transforms the campus beyond Professional Learning Community (PLC) meetings to an authentic PLC where essential learning standards for all, ongoing student assessment data and collaborative teacher efforts determine campus instructional decisions/practices.

Evaluation Data Sources: Professional Development Sign-In Sheets
Campus Staff Development Agendas
Campus PLC Agendas

Strategy 1 Details

Strategy 1: The Curriculum & Instruction Department will provide ongoing professional development to all campus principals and administration teams as a means of supporting the purpose, establishment of, and work of Campus Guiding Coalitions 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: 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: Associate Superintendent of Curriculum, Instruction & Staff Development

Assistant Superintendent

Director of Secondary Curriculum & Instruction

Director of Elementary Curriculum & Instruction

Funding Sources: - Title II, Part A

Guiding Outcome 1: Teaching & Learning -

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Performance Objective 4: By May 2024, Denton ISD will promote the use of the mobile STEM Makerspace cart to develop learners' communication, collaboration, critical thinking, and creativity at each Title campus to ensure that students have the soft skills needed to be future ready as evidenced by a minimum of 10% increase in student ownership of future ready skills.

Evaluation Data Sources: Professional Development Records
Student Pre- and Post-Surveys

Strategy 1 Details
<p>Strategy 1: 100% Denton ISD instructional staff at each Title campus will be trained in using the mobile STEM Makerspace cart to ensure that students have the soft skills needed to be future ready.</p> <p>Strategy's Expected Result/Impact: Denton ISD will utilize professional development records to track staff training as well as student pre- and post-surveys to track student ownership of future ready skills. Student post-surveys will yield a minimum of 10% increase in student ownership of future ready skills.</p> <p>Staff Responsible for Monitoring: Elementary Science Coordinator</p> <p>Funding Sources: Mobile STEM Makerspace Carts - Title IV, Part A</p>

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Performance Objective 5: By June 2024, 90% of Pre-K students will demonstrate mastery of essential Pre-K learning standards as evidenced by the scoring as "Progressing" on End-of-Year report card standards.

Evaluation Data Sources: Pre-K Report Card Data

Strategy 1 Details
<p>Strategy 1: Provide ongoing professional development for Pre-K teachers and staff as it relates to curriculum and instruction, assessment, differentiation, classroom management strategies and parent involvement.</p> <p>Strategy's Expected Result/Impact: Pre-K students will demonstrate mastery of essential Pre-K learning standards.</p> <p>Staff Responsible for Monitoring: Director of Early Childhood Pre-K Instructional Coaches</p> <p>Funding Sources: Professional Development - Title II, Part A</p>

Guiding Outcome 2: Culture & Climate -

In pursuit of excellence, we will:

- * Honor the dedication and professionalism of all staff
- * Celebrate, respect and promote the value of diversity in our Denton ISD Community
- * Support a working environment ensuring open and transparent communication
- * Establish high expectations for success
- * Instill in students a love of lifelong learning
- * Foster a positive, welcoming environment encouraging parent and community partnerships
- * Promote health, wellness and emotional well-being
- * Effectively communicate achievements and recognitions to the Denton ISD community

Performance Objective 1: By June 2028, Employee Engagement of Denton ISD staff will increase from 50% to 90% as evidenced by The Gallup Q12 Employee Engagement Survey.

Evaluation Data Sources: The Gallup Q12 Employee Engagement Survey

Strategy 1 Details
<p>Strategy 1: Campus Guiding Coalitions and Leadership Teams will review and share Q12 Employee Engagement Survey Data with campus staff to identify strengths and select areas of opportunity for focus.</p> <p>Strategy's Expected Result/Impact: By June 2024, campus employee engagement will increase a minimum of 10%.</p> <p>Staff Responsible for Monitoring: Campus Principals Area Superintendents Director of Staff Engagement</p>
Strategy 2 Details
<p>Strategy 2: A district Behavior Task Force Committee will be established to identify strategies to support teachers and staff with increased behavior concerns and needs as evidenced by District Needs Assessment and Listening Tours.</p> <p>Strategy's Expected Result/Impact: Staff retention percentage will increase. Disciplinary Alternative Education Placements will decrease by 5%.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent of Academic Programs & Curriculum/Instruction Area Superintendents</p>

Strategy 3 Details

Strategy 3: Supports for new teachers (new-to-Denton and/or teachers with less than 3 years of teaching experiences) will be provided by means of professional development opportunities, mentors, and/or instructional coaching.

Strategy's Expected Result/Impact: Staff retention rates will increase.

By June 2028, 90% of Denton ISD staff will be highly engaged as evidenced by the Q12 Employee Engagement Survey.

Staff Responsible for Monitoring: Deputy Superintendent of Academic Programs & Curriculum/Instruction

Director of Staff Engagement

Area Superintendents

Director of Federal Programs

Coordinator of Social and Emotional Learning

Funding Sources: Instructional Coaches/Mentors - Title IV, Part A - \$68,000

Strategy 4 Details

Strategy 4: The Denton ISD Engagement Team will support campus staff in increasing campus awareness and ability to incorporate best practices to successfully instruct students demonstrating a need for social, emotional, and behavioral classroom instruction. It is important to recognize that without behavioral/emotional regulation, a student is hindered in their ability to participate successfully in the academic setting.

Strategy's Expected Result/Impact: A 5% reported decrease in behavioral referrals for administrative support by May 2024.

Staff Responsible for Monitoring: Coordinator of Social and Emotional Learning

Director of Federal Programs

Strategy 5 Details

Strategy 5: The Denton ISD Engagement team will collaborate with administrators, teachers, campus 504 and MTSS coordinators to develop social, emotional, and behavioral classroom supports for specific students. This will be accomplished by devising strategies to best impact struggling students in the academic setting. It is imperative to recognize the importance of implementing strategies to provide students opportunity in their Least Restrictive Environment (LRE) before referring to more restrictive interventions, such as Special Education.

Strategy's Expected Result/Impact: Coordinator of MTSS and 504

Director of Guidance and Counseling

Coordinator of Social and Emotional Learning

Campus MTSS Coordinators

Staff Responsible for Monitoring: A 2% decrease in referrals to Special Education for Emotional/Behavioral interventions by the end of May 2024.

Guiding Outcome 2: Culture & Climate -

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- * Promote health, wellness and emotional well-being
- * Effectively communicate achievements and recognitions to the Denton ISD community

Performance Objective 2: By June 2024, Parent and Family Engagement of Denton ISD families will increase by a minimum of 10% as evidenced by The Gallup Family Engagement Survey.

Evaluation Data Sources: Gallup Family Engagement Survey

Strategy 1 Details
<p>Strategy 1: Campus Guiding Coalitions and Campus Leadership Teams (to include parent, community and business representatives) will review Gallup Family Engagement Survey Data to identify strengths and select areas of opportunity for campus focus.</p> <p>Strategy's Expected Result/Impact: By June 2024, family engagement will increase a minimum of 10%.</p> <p>Staff Responsible for Monitoring: Campus Principals Area Superintendents Director of Staff Engagement</p>

Guiding Outcome 3: Growth & Management -

In pursuit of excellence, we will:

- * Recruit, employ and retain high quality teachers
- * Remain committed to providing equitable and outstanding opportunities for every student on every campus
- * Work with the community in planning and facility development
- * Utilize citizens' advisory committees to focus on short and long-term tasks
- * Adjust policies and procedures to address rapid growth and changing demographics, nurturing our strong sense of community
- * Demonstrate effective and efficient management of district resources
- * Provide leadership and/or oversight to ensure District meets all fiscal, legal and regulatory requirements
- * Encourage teachers and staff to pursue advanced degrees
- * Pursue energy efficiency and conservation principles
- * Develop a budget focused on student and professional learning
- * Maintain a diverse workforce

Performance Objective 1: By August 2025, Denton ISD will recruit high quality teachers to fill 100% of open teaching positions while maintaining a teacher retention rate of 90% or greater.

Evaluation Data Sources: Texas Academic Performance Reports
Human Resources Reports

Strategy 1 Details

Strategy 1: Increase the number of students participating in TEACH Denton Program that offers mentorship, site teaching experience, and opportunities to develop strong teaching practices.

Strategy's Expected Result/Impact: Increased numbers of former Denton ISD students hired as professional staff
Increased diversity of hiring

Staff Responsible for Monitoring: Coordinator of TEACH Denton
Human Resources Department

Strategy 2 Details

Strategy 2: Provide mentorship and support to first year teachers and teachers new to Denton ISD while assessing future needs of the Denton ISD mentorship program through staff feedback and surveys.

Strategy's Expected Result/Impact: A minimum of 90% of first year teachers and teachers new to Denton ISD will rate mentorship supports as beneficial
Teacher turnover of staff with 0-5 years experience in Denton ISD will decline by a minimum of 10%

Staff Responsible for Monitoring: Director of Staff Engagement
Human Resources Department

Strategy 3 Details

Strategy 3: Ensure teacher salaries are 100% of the market median of comparison districts.

Strategy's Expected Result/Impact: Teacher retention rate will be greater than/equal to 85%

Staff Responsible for Monitoring: Assistant Superintendent of Human Resources
Executive Directors of Professional Personnel

Strategy 4 Details

Strategy 4: Advertise and hold job fair events to attract diverse, high quality professional staff.

Strategy's Expected Result/Impact: Increase the applicant pool by 10% to include a minimum of 400 applicants
Decrease staff vacancies prior to the first day of school

Staff Responsible for Monitoring: Assistant Superintendent of Human Resources
Executive Directors of Professional Personnel

Guiding Outcome 4: Opportunities for Students -

In pursuit of excellence, we will:

- * Support college, career, military and life readiness
- * Engage students in extracurricular clubs and organizations
- * Advocate for public education across the state and nation
- * Develop academic skills and interpersonal relationships necessary for student success in college, the workplace and for life

Performance Objective 1: The percentage of graduates that meet the criteria for College Career and/or Military Readiness status will increase to 80% by August 2024.

HB3 Guiding Outcome

Evaluation Data Sources: TAPR Report

Strategy 1 Details

Strategy 1: District-wide CCMR team will meet quarterly to review and monitor progress of campus and overall district status of student CCMR completion rates.

Strategy's Expected Result/Impact: Every student will have a measure of where they stand towards CCMR
Increase of a minimum of 5% of students meeting end of year CCMR point

Staff Responsible for Monitoring: District CCMR Committee
Campus Principals
CTE Director
CTE Coordinator
Director of Advanced Academics
Area Superintendents

Strategy 2 Details

Strategy 2: By June 2024, a district-wide graduate profile will be developed to outline the expectations and opportunities every student will have prior to graduation.

Strategy's Expected Result/Impact: Students will be actively engaged in their learning as evidenced by increases in report card passing rates, increased graduation percentages and increased percentages of students acquiring CCMR points

Staff Responsible for Monitoring: District CCMR Committee
Campus Principals
CTE Director
CTE Coordinator
Director of Advanced Academics
Area Superintendents

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- * Support college, career, military and life readiness
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Performance Objective 2: Denton ISD will engage students across the district in exemplary extra-curricular programs that attract students while providing comprehensive learning opportunities.

Evaluation Data Sources: Fine Arts enrollment data
Fine Arts awards/recognitions received
Athletics enrollment/participation data
Campus club enrollment data

Strategy 1 Details

Strategy 1: Fine Arts Professional Learning Community teams will meet and collaborate to share recruitment strategies, best practices for teaching, ways to support programs across zones and receive professional development.

Strategy's Expected Result/Impact: Sustained and/or increased student enrollment in Fine Arts programs across the district

Staff Responsible for Monitoring: Executive Director of Fine Arts
Assistant Director of Fine Arts

Strategy 2 Details

Strategy 2: Denton ISD will engage students across the district in exemplary Athletics programs that attract students while providing comprehensive learning opportunities.

Strategy's Expected Result/Impact: Increased participation of student athletes
Increased award recognitions

Staff Responsible for Monitoring: Director of Athletics
Campus Athletic Coordinators

Strategy 3 Details

Strategy 3: Denton ISD will offer opportunities for students to participate in clubs, programs and/or extracurricular activities of interest as a means of promoting student and family engagement.

Strategy's Expected Result/Impact: Increase parent and family engagement as evidenced by Q12 Parent and Family Engagement Assessment

Staff Responsible for Monitoring: Deputy Superintendent of Academic Programs & Curriculum/Instruction
Director of Federal Programs
Director of Staff Engagement