



District Improvement Plan

Chief of Staff

June 2021

The District Improvement Plan (DIP)

- Designed to achieve district goals with a focus on strategic initiatives
- Aligns local and federal funds to the goals and strategic initiatives, and to data-based needs of campus staff and students
- Based on a comprehensive needs assessment addressing results in four areas:
 1. Demographics
Students, Staff, School, District, Parents, and Community
 2. Student Academic Achievement
Formative, Summative, and Diagnostic
 3. School Processes and Programs
Instructional, Curricular, Personnel, Organizational, and Administrative
 4. Perceptions
Culture, Climate, Values, and Beliefs

Goals, Strategic Initiatives, and Additional Focus Areas



Student Outcome Goals

Five goals focused on student achievement and college, career, and military readiness

Strategic Initiatives

- Early Learning
- Career Institutes
- Racial Equity
- Public School Choice
- Strategic Compensation

Additional Focus Areas

- Mitigation of Learning Loss
- Discipline Redesign
- Expansion of Mental Health
- Expansion of Dyslexia Services
- Raising District Hourly Wage

Dallas ISD Student Outcome Goals - AE(LOCAL)



STUDENT OUTCOME GOAL 1

Student achievement on state assessments in all subjects in Domain 1 will increase from 46 to 58 by June 2025.



STUDENT OUTCOME GOAL 2

Student achievement on the third-grade state assessment in reading at the Meets performance level or above will increase from 40 percent to 56 percent by June 2025.



STUDENT OUTCOME GOAL 3

Student achievement on the third-grade state assessment in mathematics at the Meets performance level or above will increase from 42.3 percent to 56.0 percent by June 2025.



STUDENT OUTCOME GOAL 4

The percent of graduates who are college, career, or military ready (CCMR) from Domain 1 shall increase from 42 percent to 54 percent by June 2025.



STUDENT OUTCOME GOAL 5

Middle-grade (grades 6–8) student achievement on state assessments in all subjects in Domain 1 will increase from 40 to 50 by June 2025.

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2021-2022 District Initiatives and Areas of Focus

1. Early Learning

For 2021-2022, the focus area expands the Kinder to 3rd HB3 Reading Academies, to improve literacy knowledge, instruction, and outcomes. Focus includes increasing enrollment through expanded PreK partnerships; refining implementation of the literacy and social studies standards curriculum; improving overall PreK and K-3 classroom quality.

2. Career Institutes

To date, three of the four Career Institutes have launched, with a fourth Career Institute planned for the near future. Students will receive real-world learning experiences in high-wage, high-demand career pathways, such as Health Science, Construction Technology, Aviation Flight, Cybersecurity, Software Development, and Industrial Robotics. Our goal is for students to receive multiple industry-based certifications and employment offers immediately upon graduation in livable wage positions.

3. Racial Equity

The Racial Equity Office (REO) will continue to provide resources for academic support, student advocacy, and other evidence-based best practices for achieving racial and educational equity for historically marginalized students. The office collaborates with central staff to measure, monitor, and report on each department's progress towards their predetermined racial equity goals in alignment with the Board-approved Racial Equity Pillars as outlined in policy. It further fosters and facilitates the building of an equity mindset with all campus, community, and central office stakeholders through a comprehensive professional development plan, community engagement webinars, and current research and literature.

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2021-2022 District Initiatives and Areas of Focus

4. Public School Choice

Expansion includes three transformation schools, eleven innovation schools, and four innovation pilot programs.

- Transformation schools: Dr. Frederick Haynes III Global Prep at Paul Quinn (6-12), and Dallas Hybrid Preparatory (K-8), Prestonwood Montessori at E. D. Walker (PreK - 5).
- Innovation schools: West Dallas STEM School Program @ Pinkston HS (combination transformation), John Neely Bryan Elementary (Novel Engineering), Julius Dorsey Elementary (Leadership), Eddie B. Johnson Elementary (STEM), Herbert Marcus Elementary (Leadership), Highland Meadows Elementary (Personalized Learning), Kennedy-Curry Middle School (Modern Arts), Hector P. Garcia Middle School (International Baccalaureate), Robert T. Hill Middle School (Global Leadership), Alex W. Spence Middle School (College and Career Prep), North Dallas High School (Design Thinking).
- Innovation pilot schools: Birdie Alexander Elementary (Visual and Performing Arts), James Bowie Elementary (Service Learning), Paul L. Dunbar Elementary (STEM), Roosevelt High School (STEM / High School Redesign).

5. Strategic Compensation: Teacher Excellence Initiative

HCM will continue to support market-leading teacher compensation through (1) COVID-related modifications to TEI in which eligible teachers receive a variable, flat-rate increase and (2) targeted stipends for highly effective teachers at ACE and High Priority (HPC) campuses.

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2021-2022 Additional Areas of Focus

Mitigation of Learning loss: Dallas ISD has a comprehensive strategy to mitigating learning loss experiences by our students due to the pandemic. The strategy includes extending the school year at 46 schools, launching after school learning at 61 schools, reimagining summer learning programs, and scaling tutoring supports for students. The core of the strategy is increased support for high-quality instruction in every classroom, focused on acceleration. The District will provide compensatory education services to any student receiving special education that did not receive needed services

Discipline Redesign: The District is taking a holistic approach by creating systems of belonging and safety which requires dynamic solutions. Problems are not singular; therefore, we are redesigning the system.

- Deconstructing the current punitive infrastructure and replacing it with a restorative foundation that works with students as triggering events occur
- Professional development, inclusive and empathetic instruction, and ongoing support for staff to help create an environment that sets students up for success by creating a new “toolkit” for staff to mitigate classroom disruptions
- Creating a continuous improvement model by leveraging qualitative and quantitative data (with student voice prioritized) to inform and improve the system overall.

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2021-2022 Additional Areas of Focus

Expansion of Mental Health Services: By expanding Mental Health Services, the District will support students' emotional well-being as the foundation of academic success. This expansion includes additional licensed mental health clinicians, creating a new position to support system navigation and case management services, and implementing a clinical screener for depression.

Expansion of Dyslexia Services: The priority of the dyslexia services expansion is to provide high-quality services for secondary students with dyslexia. Specialized training from the Wilson Reading System and the SMU Therapy Program promotes district quality of services, increased student achievement, increased dyslexia identification, and retention of families who want exceptional dyslexia services. Additional trained Dyslexia Interventionists will allow qualified students to receive direct instruction at all high school campus locations.

District Minimum Hourly Wage: In line with the TRE compensation package giving a 2% increase of the midpoint of all District positions, the District seeks to raise the minimum district hourly wage from \$12.12 to \$13.50 an hour. This increase in hourly wages will increase roughly 7,300 employees' wages 11-12%. This is the District's approach to make systematic progressions to match the Federal Government's aim to increase the national minimum wage to \$15.00 an hour by the year 2025.

Next Step

- Operate in our New Reality
- Stay focused on the District's Goals and the District's Strategic Initiatives
- Schools are in the process of finalizing their Campus Improvement Plans (CIP) for the 2021-2022 school year

Thank you!