Duncanville ISD Strategic Plan

**Goal 3**: Focus on Operational Excellence

**Goal 4**: Focus on Employees and Organizational Improvement

**Goal 5**: Focus on Financial Stewardship
Strategic Plan Priorities: FOCUS ON...

#1: Student Success
#2: Students, Families, and Community
#3: Operational Excellence
#4: Employees and Organizational Improvement
#5: Financial Stewardship
Goal 3:

Focus on Operational Excellence
Objective 1: Ensure all campuses and departments follow clearly defined, aligned and communicated processes and procedures to support the district’s mission and beliefs

# of clearly defined, aligned and communicated processes and procedures:

- Innovative repurposing of District Facilities
- Technology needs assessment
- Align Professional Development with technology deployment
Objective 2: Design a systematic approach for internal and external communications focused on timeliness, frequency and accuracy

% of satisfaction with district communications on the annual climate/satisfaction survey:

• Emergency alert messaging
• District website
• Communication Plan for all stakeholders
Objective 3: Utilize continuous improvement efforts to increase operational efficiency and use of district facilities

# of continuous improvement efforts utilized to improve district facilities:

- Energy Management Plan
- Electronic Management System
- District Standards for technology
- Baseline inventory
Goal 4:

Focus on Employees and Organizational Improvement
Objective 1: **Attract, recruit and retain the best staff for student success**

- % of fully certified teachers hired:
- % of employees retained:

- Deploy exit interview information
- Aggressive compensation plan
- Employee induction process
Objective 2: Recognize staff members who exemplify the mission and beliefs of the district

- # of staff recognized annually for quality performance:
- % decrease in staff identifying morale as a reason for exit:
- % of staff indicating through a satisfaction survey that they feel supported:

- Employee recognition program
- Employee Surveys
- Training of administrators
Objective 3: Provide professional development opportunities that are aligned with district goals and allow differentiation to meet individual staff needs

- Differentiated professional development plan
- Mentoring program
- Classroom Instructional Technology training

# of professional development opportunities provided:
% of staff participation in professional development opportunities:
% of staff indicating professional development opportunities met their learning needs:
Goal 5:

Focus on Financial Stewardship
Objective 1: DISD will provide a safe and secure learning and working environment

- % of survey respondents indicating awareness of district financial matters:
- # of communication efforts to inform stakeholders and ensure transparency:

- Emergency Operation Plans (EOPs)
- Technology Plan
- National Incident Management System
**Objective 2:**

DI_SD will utilize an aligned budgeting process ensuring necessary resources to support the district’s missions, values, and beliefs.

% of district purchases and expenditures aligned to district goals:

% indicating satisfaction through an annual survey with the budgeting process:

- Local, state and federal funds
- Purchasing processes and procedures
- District standards for departments and campuses
Objective 3: Maintain strong financial reserves and demonstrate sound fiscal responsibility

- Operational efficiencies district-wide
- Regular meetings with budget owners

$ maintained in the district fund balance:
# of financial ratings and accountability measures met:
# of findings in the district annual audit:
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