

Student Achievement

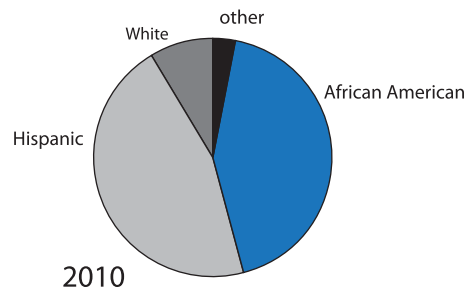
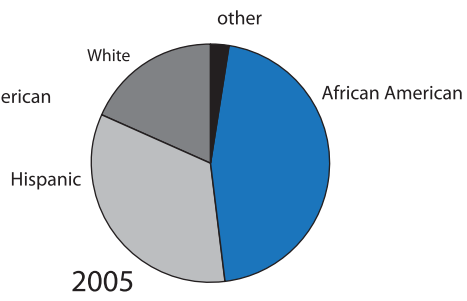
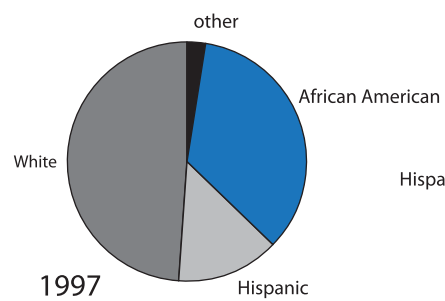
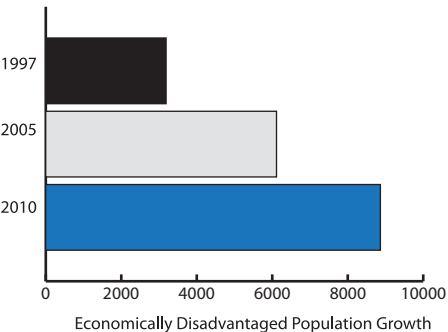
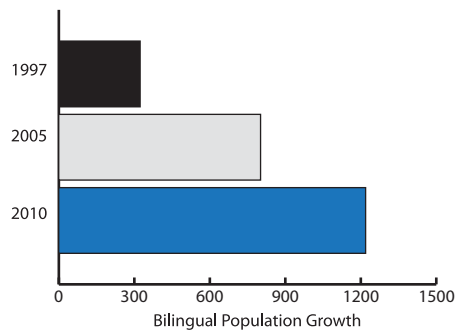
It has never been more critically important to prepare students for the future. In Duncanville ISD we realize that meeting this challenge requires us to accept change and transform our schools. In the past decade alone we have witnessed a number of technological advancements that impact our lives with the same force as the industrial revolution. This new digital era of texting, blogs, online forums, and social networking sites like Facebook and Twitter make information readily available to everyone, and as educators we must adapt to this new environment.

The district's commitment to transforming our organization to better meet the needs of tomorrow's students is a slow yet deliberate progression. We believe

assessment is vital, but assessment is just one of many tools we use to measure student learning. We celebrate our academic successes, but believe that state assessments are the minimum requirements. We set our expectations higher.

Through our emphasis on engagement, Duncanville ISD continues to see academic growth and improvement year after year in each of the five student groups (All Students, African American, Hispanic, White, and Economically Disadvantaged) scored by the state. Over eighty percent of Duncanville ISD schools have earned the highest Texas Education Agency ratings of Exemplary or Recognized, an eleven percent growth rate over the previous year.

Over 80% of Duncanville ISD schools are Exemplary or Recognized.



Engaging Hearts & Minds

At the core of Duncanville ISD's beliefs is profound learning through purposeful engagement. We believe that purposeful engagement is the most effective long-term way to learn, for student and adult learners. We believe that this is our organization's primary responsibility.

As greater accountability standards are placed on schools, some districts "buckle down" on the basics and spend more time on direct instruction delivered through lecture and worksheets. In Duncanville ISD we are developing our staff to design meaningful challenges that inspire the learner to continue to question and seek knowledge well after the classroom lesson.

District Schools

DUNCANVILLE HIGH SCHOOL

Mike Chrietberg, Principal
900 W. Camp Wisdom
Duncanville, TX 75116
(972) 708-3700

PACE LEARNING CENTER

Keith Butcher, Principal
815 Fairlawn
Duncanville, TX 75116
(972) 708-2470

SUMMIT EDUCATION CENTER

Kevin Croft, Principal
900 S. Cedar Ridge Dr. #300 A
Duncanville, TX 75137
(972) 708-2570

BYRD MIDDLE SCHOOL

Gabe Trujillo, Principal
1040 W. Wheatland
Duncanville, TX 75116
(972) 708-3400

KENNERMERE MIDDLE SCHOOL

Elijah Granger, Principal
7101 W. Wheatland
Dallas, TX 75249
(972) 708-3600

REED MIDDLE SCHOOL

Dr. Kathy Culbertson, Principal
530 E. Freeman
Duncanville, TX 75116
(972) 708-3500

BRANDENBURG INTERMEDIATE

Thomas Cyprian, Principal
1903 Blueridge
Duncanville, TX 75137
(972) 708-3100

DANIEL INTERMEDIATE

Dawn Smith, Principal
1007 Springwood
Duncanville, TX 75137
(972) 708-3200

HARDIN INTERMEDIATE

Joyce Price, Principal
426 E. Freeman
Duncanville, TX 75116
(972) 708-3300

ACTON ELEMENTARY

Erica Reyes, Principal
9240 County View
Dallas, TX 75249
(972) 708-2400

ALEXANDER ELEMENTARY

Linda Sorensen, Principal
510 Softwood
Duncanville, TX 75137
(972) 708-2500

BILHARTZ ELEMENTARY

Barbara Jones, Principal
6700 Wandt Dr.
Dallas, TX 75236
(972) 708-6000

CENTRAL ELEMENTARY

Kathleen Brown, Principal
302 E. Freeman
Duncanville, TX 75116
(972) 708-2600

FAIRMEADOWS ELEMENTARY

Teresa Villarreal, Principal
101 E. Fairmeadows
Duncanville, TX 75116
(972) 708-2700

HASTINGS ELEMENTARY

Julie Hargrove, Principal
602 W. Center
Duncanville, TX 75116
(972) 708-2800

HYMAN ELEMENTARY

Steven Hudson, Principal
8441 Fox Creek Trail
Dallas, TX 75249
(972) 708-6700

MERRIFIELD ELEMENTARY

Linda Bennett, Principal
102 E. Vinyard
Duncanville, TX 75137
(972) 708-2900

SMITH ELEMENTARY

Shea Schaefer, Principal
1010 Big Stone Gap
Duncanville, TX 75137
(972) 708-3000

DUNCANVILLE

INDEPENDENT SCHOOL DISTRICT



Providing quality education for more than 100 years!

In August of 2007 the district embraced five core beliefs. These beliefs, along with the Vision of the Learner, are the district's sustaining directional system and compass. We look to these beliefs daily to guide every conversation, decision, and action we pursue. Below is a summary of Duncanville ISD's Core Beliefs.

District Core Beliefs

Purposeful Engagement

Purposeful engagement is the most effective long-term way to learn and is our primary responsibility. We are all responsible for creating engaging learning opportunities, experiences, and challenges for every student, every day through relevant and meaningful work.

Quality Teachers

Teachers are the single most important influence on the quality of learning; therefore, we commit great energy and resources to recruiting, hiring, developing, and retaining the most effective teachers.

Collaboration and Continuous Improvement

We are a learning organization with a culture of collaboration and continuous improvement. High expectations for all students and staff are our standard.

Valuing Each Individual

Each person is unique and of infinite value; therefore, we embrace and celebrate diversity. We treat every person with dignity, equity, respect, and trust.

Schools Impacting Community

Quality schools encourage and sustain quality of life, freedom, democracy, and economic growth. We invite and encourage interactive and engaging partnerships among students, parents, community members, businesses, and governmental and educational institutions.



How to Apply Online

Job applicants must apply online to be considered for employment with Duncanville ISD. The online application may be accessed under the Employment section of the Duncanville ISD district's web site, www.duncanvilleisd.org.

An Equal Opportunity Employer

Nondiscrimination Notice

No person shall, on the basis of race, color, national origin, age, religion, sex, veteran status, disability, or any other legally protected status, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in recruitment or selection for full or part-time professional positions in the Duncanville Independent School District.

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Phone 972.708.2000 • Fax 972.708.2020



About Duncanville ISD

Covering approximately 30 square miles, the Duncanville Independent School District is home to more than 59,000 residents and encompasses portions of the city of Dallas, small parts of DeSoto and Cedar Hill, and all of the city of Duncanville. The district offers many attractive features to families as a culturally rich environment with rigorous coursework, numerous enrichment programs, nationally recognized career and technology programs and an educational setting focused on preparing children to succeed in an ever-changing world.

The district is located in the southwest region of Dallas County, Texas and employs nearly 1,700 dedicated staff, including 946 teachers, making the district one of the largest employers in the area. Duncanville ISD educates approximately 12,600 students at its 18 campuses. These include nine elementary schools, three intermediate, three middle schools, one comprehensive high school, and two alternative campuses. Grade levels are divided into elementary, serving students in pre-k through four; intermediate, serving grades five and six; middle school for students in grades seven and eight; and high school for students in ninth through twelfth grades.

Staff Stats

Teachers are the single most important influence on the quality of learning, so Duncanville ISD commits great energy and resources on recruiting, hiring, developing and retaining the most effective teachers. They are a critical component in the educational process. We are aware of the many choices facing today's well-qualified professionals, and remaining competitive in salary, benefits, and work environment is clearly understood by the Board of Trustees and superintendent, and is demanded by community stakeholders.

Duncanville ISD offers both signing bonuses and yearly stipends for critical need areas such as secondary mathematics, bilingual education, special education, upper level sciences, computer science, and foreign language.

The Duncanville ISD New Hire salary schedule remains competitive within the Dallas/Fort Worth market, with certified first year teachers who have a Bachelors degree at a minimum salary of \$45,200. The district also provides an annual \$1,000 supplement for teachers who have earned a Masters Degree related to their teaching field.

Total Staff.....	1,700
Teachers	946
Education Aides.....	159

Teachers by Years of Experience

Beginning Teachers	8.2%
1-5 Year Experience	31.2%
6-10 Years Experience	25.2%
11-20 Years Experience	18.4%
Over 20 Years Experience	17.1%

Employee Benefits

Duncanville ISD believes that every individual is unique and of infinite value, and that providing highly competitive and attractive employment benefits is a critical component of this core belief. We strive to meet the various needs of our staff to assist them with health care needs, employee assistance programs, and financial protection options.

The district's health care benefits are provided through the Texas Retirement System (TRS) Active Care program in conjunction with Blue Cross Blue Shield of Texas, and dental care is provided through CIGNA Dental Insurance. Other benefits and incentives include:

- \$1,000 Masters and Doctorate Degree incentives
- Employee bank account with free checking and safe deposit box available through Inwood National Bank
- Free admission to home athletic events, utilizing staff ID badge.
- Free admission to water aerobics classes offered at the Duncanville ISD Natatorium, utilizing staff ID badge (discount for family members)
- Local Business discounts for district employees, including local housing, retail, and restaurants
- Employee Payroll Access Center provides easy online access to view pay history, pay stubs, and W-2 information
- Technology: All teachers have a classroom telephone with voice mail and are furnished a laptop computer with network access in their classroom. Online technology training is provided through the self-paced FocalPoints program
- Non-resident student attendance available for children of full-time employees
- Employee Assistance Program (EAP) provides free services to employees and families, including solution-focused counseling, LawAccess legal and financial consultations, and Work-Life Standard resources and referrals
- Sick Leave Benefits
 - o Full-time professional employees receive five local sick leave days and five state days per year
 - o Full-time auxiliary employees receive five local sick leave days and five state days per year
- Payroll Deduction Options
 - o All Section 125 Cafeteria Benefits including TRS Blue Cross Blue Shield PPO Health
 - o Professional Teacher Organizations
 - o Duncanville Education Foundation Contributions
 - o Teacher Retirement System – Long Term Care Coverage
 - o Medical Flexible Spending and Dependent Care Reimbursement Accounts
 - o 403(b) Annuities
 - o 457 Deferred Compensation Plan (ING Financial Services)
 - o Life Insurance, Cancer Protection, Long Term Disability, Critical Illness Coverage, Vision, and Accident Insurance

Financial Facts

Financial stability has become a hallmark of Duncanville ISD. Our financial success is attributed to careful planning and frugal management of funds. The Board of Trustees and district leadership place great emphasis on doing what is in the best interest of our students and funding viable programs that contribute to preparing our students for the 21st Century. The budgeting process has been designed to ensure adequate funding for programs of higher importance, and in recent years the district has had to make difficult funding decisions due to

the inadequate funding of Texas public schools. However, the district continues to do more with less. As one of the lowest districts in the state, Duncanville ISD continues to provide competitive salaries and support initiatives that result in academic gains.

Duncanville ISD Tax Rate:
 2008 Tax Rate.....\$1.418 per \$100 assessed value
 2009 Tax Rate.....\$1.418 per \$100 assessed value

2009/2010 General Fund Budget \$86,273,710

Cost Per Pupil \$ 6,600
 Fund Balance \$13,990,882

In 2009 the district received its seventh consecutive "Superior Achievement" rating under the Texas Schools FIRST financial accountability rating system. The Superior Achievement rating is the state's highest, demonstrating the quality of Duncanville ISD's financial management and reporting system.

Duncanville Independent School District

New Hire Teacher Salary Schedule
 2010-2011 School Year

Years of Experience	Bachelor's Degree	Master's Degree	Increase Over 09-10 New Hire Scale
0	\$45,000	\$46,000	\$1,000
1	\$45,200	\$46,200	\$1,200
2	\$45,400	\$46,400	\$1,400
3	\$45,600	\$46,600	\$1,600
4	\$45,800	\$46,800	\$1,300
5	\$46,000	\$47,000	\$1,500
6	\$46,200	\$47,200	\$1,295
7	\$46,486	\$47,486	\$1,050
8	\$47,016	\$48,016	\$1,050
9	\$47,547	\$48,547	\$1,050
10	\$48,077	\$49,077	\$1,050
11	\$48,607	\$49,607	\$1,050
12	\$49,138	\$50,138	\$1,050
13	\$49,668	\$50,668	\$1,050
14	\$50,199	\$51,199	\$1,050
15	\$50,729	\$51,729	\$1,050
16	\$51,260	\$52,260	\$1,050
17	\$51,790	\$52,790	\$1,050
18	\$52,321	\$53,321	\$1,050
19	\$52,851	\$53,851	\$1,050
20	\$53,382	\$54,382	\$1,050
*21+	\$53,912	\$54,912	\$1,050

*Teachers new to DISD in 2010-2011 with more than 20 years experience will be paid \$53,912 (Bachelor's Degree) or \$54,912 (Master's Degree).

The 2010-2011 Teacher Salary Schedule is for the 2010-2011 school year only. It does not represent an expressed or implied contract, and no future raises may be implied or inferred from this schedule. The Master's Degree must also have been awarded prior to September 1 of the school year in order to qualify for the additional Master's supplement.

Critical Teacher Shortage Area Pay Plan

	Signing Bonus	Annual Stipend
Bilingual Education*	\$5,000	\$4,000
Special Education**	\$2,000 (All Special Education assignments)	\$5,000 (VI Certified only)
Mathematics Grades 7-12.....	\$1,000 (Math Certified)	\$2,500
Foreign Languages Grades 7-12.....	\$1,000	\$2,500
Sciences Grades 9-12	\$1,000	\$2,500
Computer Sciences (Programming) Grades 9-12.....	\$1,000	\$2,500

*Bilingual: Signing bonus is paid over a two year time period. One-half is paid in a lump sum for the first year and another half paid in lump sum in year two. Staff member MUST be renewed and return to work for second year payment

**Special Ed: Prior Autism/ED - \$4,000 stipend for those recipients employed prior to January, 2009.

Signing bonuses and stipends will be paid contingent upon verification of full certification (permits, emergency certification, etc., do not qualify; full out-of-state certification does qualify for one year only), and passing of the criminal records background check. If the newly hired employee who received a signing bonus fails to complete the school year for the District, then the signing bonus shall be fully refunded to the District.