

Plano Independent School District

District Improvement Plan

2022-2023



Board Approval Date: September 20, 2022

Mission Statement

Our Plano ISD learning community will educate, inspire and empower every student to activate their unique potential in a dynamic world.

Vision

Committed to Excellence

Dedicated to Caring

Powered by Learning

Plano ISD Proud.

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Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Goals

Goal 1: Pillar 1 - Learning and Teaching - All students will have access to a culture of high expectations coupled with an engaging, innovative, personalized and supportive learning environment.

1.1 Empower educators to design learning experiences that meet individual needs of each student.

1.2 Equip educators to continually assess learning using a variety of methods to determine next steps in the learning progression.

Performance Objective 1: Action Plan 1.2.2 Clarify and refine expectations around learning and teaching.

Strategy 1 Details
Strategy 1: Review and refine the PISD instructional model to address cognitive learning models. Staff Responsible for Monitoring: Chief Learning Officer
Strategy 2 Details
Strategy 2: Provide professional learning and coaching for principals to define a vision of instruction and system for monitoring performance and growth for their campus. (HRS, Lead4Ward, PISD Leadership Definition) Staff Responsible for Monitoring: Chief Learning Officer
Strategy 3 Details
Strategy 3: Provide professional learning to equip teachers to design rigorous learning experiences for students using the mathematical and science process standards and the PISD instructional model to improve student achievement and growth. Staff Responsible for Monitoring: Chief Learning Officer
Strategy 4 Details
Strategy 4: Implement strong literacy and academic language practices in PreK-12 to improve student achievement and growth. Staff Responsible for Monitoring: Chief Learning Officer
Strategy 5 Details
Strategy 5: Provide coaching and support for K-3 teachers and administrators for the campuses participating in the TEA Reading Academy and implement monitoring systems for growth. (15 campuses in 2022-2023) Staff Responsible for Monitoring: Director of Elementary Academic Services

Strategy 6 Details

Strategy 6: Develop an inclusive professional communications course for EL students to successfully complete their communications requirement for graduation.

Staff Responsible for Monitoring: Executive Director for Multilingual Services

Goal 1: Pillar 1 - Learning and Teaching - All students will have access to a culture of high expectations coupled with an engaging, innovative, personalized and supportive learning environment.

1.1 Empower educators to design learning experiences that meet individual needs of each student.

1.2 Equip educators to continually assess learning using a variety of methods to determine next steps in the learning progression.

Performance Objective 2: Action Plan 1.1.2 / 1.2.2 Implement a district-wide consistent model for a Multi-tiered System of Supports including Response to Intervention.

Evaluation Data Sources: Evidence of intervention goals and progress monitoring in Edugence; Use of Data Checkpoint system at campus level; Documentation of intervention schedules

Strategy 1 Details
Strategy 1: Provide professional learning and support for principals on the implementation and systems of MTSS on their campuses. Staff Responsible for Monitoring: Director of MTSS/Section 504

Goal 1: Pillar 1 - Learning and Teaching - All students will have access to a culture of high expectations coupled with an engaging, innovative, personalized and supportive learning environment.

1.1 Empower educators to design learning experiences that meet individual needs of each student.

1.2 Equip educators to continually assess learning using a variety of methods to determine next steps in the learning progression.

Performance Objective 3: Action Plan 1.1.1: Evaluate and revise Advanced Academics programming.

Evaluation Data Sources: Equity root cause analysis; campus level enrollment and participation data; GT Advisory committee work products; 1 to 3 year plan for implementing revisions in advanced academics; course lists and student enrollment

Strategy 1 Details
<p>Strategy 1: Develop a partnership to design and implement a Collegiate Academy option for students. Staff Responsible for Monitoring: Executive Director for Counseling, College, Career, and Military Readiness</p>
Strategy 2 Details
<p>Strategy 2: Develop a CTE long-range visioning plan that outlines CTE course offerings and pathways for middle, high, and senior high schools and includes a vision and timeline for a CTE center (pending voter approval of the bond). Staff Responsible for Monitoring: Director of CTE</p>
Strategy 3 Details
<p>Strategy 3: Define multiple pathways available for students to be college, career, and/or military ready to allow every student the opportunity to earn CCMR status. Staff Responsible for Monitoring: Executive Director of Counseling, College, Career, and Military Readiness</p>
Strategy 4 Details
<p>Strategy 4: Analyze data for advanced academics courses in order to determine strengths, needs and gaps to increase student success and participation. Strategy's Expected Result/Impact: Inform instructional planning needs for advanced academics programming; Improve academic advising process to increase student participation as appropriate Staff Responsible for Monitoring: Director of Advanced Academics</p>
Strategy 5 Details
<p>Strategy 5: Collect and analyze participation data by student groups in gifted and advanced academics courses to determine needs to ensure equity and close achievement gaps. Strategy's Expected Result/Impact: Revised advising procedures; district and campus populations are more equitably represented in gifted and advanced academic courses. Staff Responsible for Monitoring: Director of Advanced Academics</p>

Goal 2: Pillar 2 - Life Ready - Plano ISD graduates will possess the skills and knowledge that enable them to be life ready citizens and leaders in the global workforce.

2.1 Engage our community to define student success in terms of life readiness traits and competencies

2.2 Integrate and authentically embed life readiness skills/standards alongside state standards.

Performance Objective 1: Action Step 2.1.1: Increase awareness and understanding among all stakeholder groups around the Portrait of a Graduate.

Strategy 1 Details
<p>Strategy 1: Building on the Portrait of a Graduate work, develop an implementation and communication plan to build awareness and understanding among all stakeholder groups around the Portrait.</p> <p>Strategy's Expected Result/Impact: Director of Instructional Technology</p>

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2.1 Engage our community to define student success in terms of life readiness traits and competencies

2.2 Integrate and authentically embed life readiness skills/standards alongside state standards.

Performance Objective 2: Action Step 2.2.1: Develop Learner Profiles that reflect Portrait of a Graduate competencies at each grade level to ensure life readiness skills, rigorous academic content, and high levels of student engagement.

Strategy 1 Details
<p>Strategy 1: Complete Learner Profiles for each grade level by identifying student learning objectives and activities related to life ready skills and competencies and the leadership work done with Holdsworth.</p> <p>Staff Responsible for Monitoring: Director of Instructional Technology</p>

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Performance Objective 3: Action Step 2.2.2: Increase participation/engagement in extracurricular programs

Strategy 1 Details
Strategy 1: Develop a tracking system for campuses to determine opportunities for increased inclusivity within clubs, programs and extracurricular activities Strategy's Expected Result/Impact: New Tracking System Staff Responsible for Monitoring: Director of Fine Arts and Director of Athletics
Strategy 2 Details
Strategy 2: Explore and develop expanded course offerings in Fine Arts for 6th grade students. Determine pilot campuses for the 2023-24 school year. Staff Responsible for Monitoring: Director of Fine Arts
Strategy 3 Details
Strategy 3: Increase the awareness and recognition of academic achievement for student athletes including Academic All-District for varsity athletes as well as a recognition system for all athletes in grades 7-12. Strategy's Expected Result/Impact: Increased visibility of academic achievement and source of motivation other than 'No Pass-No Play' Staff Responsible for Monitoring: Director of Athletics

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Performance Objective 4: Action Step 2.2.2: Develop a "Programs of Study in the Arts" website/document to clarify course sequences and highlight pathways to jobs and careers in the arts. (2 yr goal)

Strategy 1 Details
Strategy 1: Launch of a website in combination with a marketing plan to all secondary students and collaborate with the Counseling Department to provide a consistent course selection process offering all available electives. Staff Responsible for Monitoring: Director of Fine Arts
Strategy 2 Details
Strategy 2: Develop an inclusive arts program that will provide access for students with special needs to a variety of secondary fine arts courses. Staff Responsible for Monitoring: Director of Fine Arts and Executive Director of Student Support Services

Goal 2: Pillar 2 - Life Ready - Plano ISD graduates will possess the skills and knowledge that enable them to be life ready citizens and leaders in the global workforce.

2.1 Engage our community to define student success in terms of life readiness traits and competencies

2.2 Integrate and authentically embed life readiness skills/standards alongside state standards.

Performance Objective 5: Action Step 2.2.2: Explore solutions to increase effectiveness of programs.

Strategy 1 Details
<p>Strategy 1: Outline a vision for middle school programming that addresses engagement in course work, extracurricular activities and electives, and developmental needs and interests of students; the plan will explore programs including CTE and IB course offerings and potential master schedule adjustments.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent of Leadership and Operations Deputy Superintendent of Teaching, Learning, and Life Readiness</p>
Strategy 2 Details
<p>Strategy 2: Rebrand vertical feeder high schools directly with their respective senior high schools by aligning mascots, school colors, uniforms, equipment, and programs to increase school spirit and engagement.</p> <p>Staff Responsible for Monitoring: Director of Fine Arts Director of Athletics</p>
Strategy 3 Details
<p>Strategy 3: Outline a vision for elementary fine arts programming to increase the application of programmatic TEKS in theater arts.</p> <p>Staff Responsible for Monitoring: Director of Fine Arts</p>

Goal 3: Pillar 3 - Talent Acquisition, Support, and Growth - To ensure a quality school system; Plano ISD will hire, train, and retain the most effective and talented workforce.

3.1 Develop innovative recruitment and on-boarding practices that reimagine roles and resources to meet diverse district needs.

3.2 Cultivate a culture that empowers and supports the development of all employees through innovative thinking, individual learning pathways, collaborative experiences and reflective practices.

3.3 Create a multi-tiered system of care and support that values, retains, and grows high-quality staff.

Performance Objective 1: Action Plan 3.1.1 Develop a focused and intentional talent acquisition plan that attracts the highest quality candidates in a competitive market.

Strategy 1 Details
<p>Strategy 1: Develop a recruitment plan and timeline that includes innovative methods to recruit hard-to-fill areas (i.e. auxiliary, special education, bilingual education). Staff Responsible for Monitoring: Executive Director for Human Resources</p>
Strategy 2 Details
<p>Strategy 2: Complete teacher and leader profiles based on the Plano ISD Portrait of a Graduate and Plano ISD Leadership Definition that assist in recruitment and professional learning efforts. Staff Responsible for Monitoring: Director of Instructional Technology Chief Learning Officer</p>
Strategy 3 Details
<p>Strategy 3: Develop the Teacher Incentive Allotment plan in Plano ISD with a target of initial data collection during the 2023-2024 school year. Staff Responsible for Monitoring: Assistant Superintendent for Human Resources</p>
Strategy 4 Details
<p>Strategy 4: Implement a new ERP platform for improved applicant experience. Staff Responsible for Monitoring: Assistant Superintendent for Human Resources</p>
Strategy 5 Details
<p>Strategy 5: Develop a marketing plan about becoming a teacher in Plano ISD (i.e alternative certification programs, para-to-pro program, out-of-state and out-of-country educator processes). Staff Responsible for Monitoring: Executive Director for Human Resources</p>

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Performance Objective 2: Action Plan 3.1.2 Develop a process to successfully assimilate new employees into their roles and into the culture of Plano ISD through pre-planned efforts.

Strategy 1 Details
Strategy 1: Create a report including exit survey data, stay interview data, and turnover in hard-to-fill areas, with recommendations for employee onboarding, support and retention. Staff Responsible for Monitoring: Executive Director for Human Resources
Strategy 2 Details
Strategy 2: Design and implement a professional learning onboarding program for new central office staff and district leadership. Staff Responsible for Monitoring: Executive Director for Professional Learning

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Performance Objective 3: Action Plan 3.2.1 Provide personalized learning opportunities that promote ownership of professional growth and ensure relevant support for employees.

Strategy 1 Details
Strategy 1: Design and align a system for para-to-teacher support in Plano ISD in partnership with colleges and universities. Staff Responsible for Monitoring: Executive Director for Human Resources

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Performance Objective 4: Action Plan 3.2.2 Create a system of accessible professional learning that is application-focused, reflection-rich and results-oriented.

Strategy 1 Details
Strategy 1: Develop a process that ensures reflection and feedback to enhance the learning of participants and shape future experiences. Staff Responsible for Monitoring: Executive Director of Professional Learning
Strategy 2 Details
Strategy 2: Identify, develop, and implement additional emergency preparedness training (including investigation and documentation procedures) for campus administration and senior district leadership for the 2022-2023 school year. Staff Responsible for Monitoring: Director Emergency Management and Safe School
Strategy 3 Details
Strategy 3: Design a process for communicating and marketing professional learning opportunities to increase awareness, participation and access. Staff Responsible for Monitoring: Executive Director for Professional Learning

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3.1 Develop innovative recruitment and on-boarding practices that reimagine roles and resources to meet diverse district needs.

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Performance Objective 5: Action Plan 3.3.1 Create a multifaceted wellness program that helps employees balance and navigate challenges in life and work, including physical, mental, emotional and financial health.

Strategy 1 Details
Strategy 1: Connect employee wellness resources and activities through a Wellness Champion on each campus/in each department. Staff Responsible for Monitoring: Executive Director for Human Resources
Strategy 2 Details
Strategy 2: Provide a resource page of perks/discounts available to employees. Staff Responsible for Monitoring: Executive Director for Human Resources

Goal 3: Pillar 3 - Talent Acquisition, Support, and Growth - To ensure a quality school system; Plano ISD will hire, train, and retain the most effective and talented workforce.

3.1 Develop innovative recruitment and on-boarding practices that reimagine roles and resources to meet diverse district needs.

3.2 Cultivate a culture that empowers and supports the development of all employees through innovative thinking, individual learning pathways, collaborative experiences and reflective practices.

3.3 Create a multi-tiered system of care and support that values, retains, and grows high-quality staff.

Performance Objective 6: Action Plan 3.3.2 Create systems and a culture that builds employee capacity for career growth.

Strategy 1 Details
Strategy 1: Align the leadership pipeline programs to the new PISD Leadership Definition. Adjust learning targets, sequence session topics accordingly, and create opportunities for hands-on experiences. Staff Responsible for Monitoring: Executive Director for Professional Learning
Strategy 2 Details
Strategy 2: Determine the need and feasibility for supporting future National Board Certification Teacher cohorts in Plano ISD and develop a plan to continue the work in 23-24 and beyond. Staff Responsible for Monitoring: Executive Director for Professional Learning

Goal 3: Pillar 3 - Talent Acquisition, Support, and Growth - To ensure a quality school system; Plano ISD will hire, train, and retain the most effective and talented workforce.

3.1 Develop innovative recruitment and on-boarding practices that reimagine roles and resources to meet diverse district needs.

3.2 Cultivate a culture that empowers and supports the development of all employees through innovative thinking, individual learning pathways, collaborative experiences and reflective practices.

3.3 Create a multi-tiered system of care and support that values, retains, and grows high-quality staff.

Performance Objective 7: Action Plan 3.3.3 Create systems and a culture that supports ethical decision making for all employees through collaboration and use of the Model Code of Educator Ethics.

Strategy 1 Details
Strategy 1: Create and implement a differentiated ethics training plan for campus staff to be trained in the Model Code of Educator Ethics (MCEE). Staff Responsible for Monitoring: Executive Director for Professional Learning

Goal 4: Pillar 4 - Culture of Community - Plano ISD embraces the diverse community in which we live and work and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

4.1 Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success.

4.2 Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feels connected.

Performance Objective 1: Action Plan 4.1.1 Foster equitable engagement experiences across the district for all stakeholders.

Strategy 1 Details
<p>Strategy 1: Assess current communications and engagement practices district-wide to determine opportunities, gaps, risks and the district's current framework for engagement (this will be complete with the final phase of Let's Talk!).</p> <p>Strategy's Expected Result/Impact: Report that highlights key issues and determines critical areas for action in order to ensure stakeholder needs are being met. This report will be used as a road map in a subsequent year to develop a communication plan that addresses gaps and implements best practices.</p> <p>Staff Responsible for Monitoring: Chief Communications Officer</p>
Strategy 2 Details
<p>Strategy 2: Finalize the implementation of Let's Talk! by rolling the platform out to campuses. Work with select campuses to pilot the platform for the 2022-23 school year. Complete roll-out in 2023-24.</p> <p>Strategy's Expected Result/Impact: Increase communication tools for families, students, staff and community members.</p> <p>Staff Responsible for Monitoring: Director Communications</p>
Strategy 3 Details
<p>Strategy 3: Develop standards and guidelines for communications and engagement for each campus and department. Share style guide with campuses and departments and provide training (expand what is currently shared at www.pisd.edu/logos).</p> <p>Strategy's Expected Result/Impact: Standard guidelines and practices across schools and departments related to communications, website, social media, etc., to create equitable engagement experiences for all constituents; Equity in the type/amount/frequency of information that constituents (students, parents, staff, community) can access</p> <p>Staff Responsible for Monitoring: Director Communications</p>
Strategy 4 Details
<p>Strategy 4: Develop, share and create a process for evaluating best practices for district and campus websites and social media handles.</p> <p>Strategy's Expected Result/Impact: Improve communication and clarity to develop the Plano ISD brand.</p> <p>Staff Responsible for Monitoring: Chief Communications Officer</p>

Goal 4: Pillar 4 - Culture of Community - Plano ISD embraces the diverse community in which we live and work and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

4.1 Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success.

4.2 Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feels connected.

Performance Objective 2: Action Plan 4.1.2 Build a cohesive, positive culture of trust and inclusion that engages all stakeholders.

Strategy 1 Details
<p>Strategy 1: Work with a PR firm to conduct a branding audit to identify actions the district may take to strengthen the Plano ISD brand.</p> <p>Strategy's Expected Result/Impact: A report to summarize industry strengths, weaknesses, trends and best practices in order to maintain and promote Plano ISD's position as a premier public education system on state and national levels.</p> <p>Staff Responsible for Monitoring: Chief Communications Officers</p>
Strategy 2 Details
<p>Strategy 2: Increase the storytelling footprint of the communications department by collaborating with the Career and Technical Education (CTE) department to involve students enrolled in Plano ISD's audio-video programs.</p> <p>Strategy's Expected Result/Impact: Work with the Career and Technical Education (CTE) department to engage senior high audio-video programs as an extension of the communications department's video production team.</p> <p>Staff Responsible for Monitoring: Director Communications</p>
Strategy 3 Details
<p>Strategy 3: Prepare for the opening of the West Plano Welcome & Enrollment Center by designing the programs, staffing model and partnerships that will be utilized.</p> <p>Strategy's Expected Result/Impact: Increase capacity to welcome families</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Student, Family & Community Services</p>
Strategy 4 Details
<p>Strategy 4: Launch professional learning series for all school personnel to enhance our customer service and create atmospheres of belonging on all campuses and district facilities.</p> <p>Strategy's Expected Result/Impact: Increase customer service quality</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Student, Family & Community Services</p>

Goal 4: Pillar 4 - Culture of Community - Plano ISD embraces the diverse community in which we live and work and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

4.1 Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success.

4.2 Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feels connected.

Performance Objective 3: Action Plan 4.2.1 Create a system for student management that provides professional learning that will enable all staff to create an atmosphere of belonging for students and families, employ positive behavior intervention supports, integrate social emotional learning and utilize restorative practices.

Evaluation Data Sources: Artifacts from comprehensive needs assessment

Strategy 1 Details
<p>Strategy 1: Train all campuses on Positive Behavior Intervention Supports (PBIS), Interventions, and Tough Kids by consulting with Safe and Civil Schools to integrate PBIS best practices.</p> <p>Strategy's Expected Result/Impact: Improve climate and culture on each campus</p> <p>Staff Responsible for Monitoring: Director SFCS - Student Management</p>
Strategy 2 Details
<p>Strategy 2: Develop systems and processes to provide targeted support for teachers with students that need behavior intervention.</p> <p>Strategy's Expected Result/Impact: Increase staff ability to support students with behavior needs and improve climate and culture on each campus</p> <p>Staff Responsible for Monitoring: Director SFCS - Student Management</p>
Strategy 3 Details
<p>Strategy 3: Develop and secure Social Emotional Learning (SEL) resources that are appropriate for all students and adults.</p> <p>Strategy's Expected Result/Impact: Increase sense of well-being for staff and students</p> <p>Staff Responsible for Monitoring: Director SFCS - Family and Social Services</p>
Strategy 4 Details
<p>Strategy 4: Provide professional learning on the effective use of restorative practices and restorative measures.</p> <p>Strategy's Expected Result/Impact: Increase level of student well-being support and improve climate and culture on each campus</p> <p>Staff Responsible for Monitoring: Director SFCS - Family and Social Services</p>

Strategy 5 Details

Strategy 5: Remove barriers for students accessing education by providing wraparound services that include identification of students living in transition (McKinney-Vento), immunization clinics, mobile services, access to address immediate needs of clothing, school supplies, backpacks and shoes and connections to resources.

Strategy's Expected Result/Impact: Increase support services for students and families

Staff Responsible for Monitoring: Executive Director SFCS

Goal 4: Pillar 4 - Culture of Community - Plano ISD embraces the diverse community in which we live and work and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

4.1 Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success.

4.2 Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feels connected.

Performance Objective 4: Action Plan 4.2.1 Redesign the protocols for Section 504 services, create a self-assessment auditing process for central and campus staff, and provide training for campus administrators, coordinators and staff.

Evaluation Data Sources: Data from Frontline (eStar)

Strategy 1 Details
<p>Strategy 1: Provide parent training on understanding Section 504 support services.</p> <p>Strategy's Expected Result/Impact: Improve communication with families about services for students served under Section 504</p> <p>Staff Responsible for Monitoring: Director of MTSS/Section 504</p>
Strategy 2 Details
<p>Strategy 2: Provide training for administrators, coordinators and staff to ensure implementation with fidelity.</p> <p>Strategy's Expected Result/Impact: Improve services to students served under Section 504</p> <p>Staff Responsible for Monitoring: Director of MTSS/Section 504</p>

Goal 4: Pillar 4 - Culture of Community - Plano ISD embraces the diverse community in which we live and work and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

4.1 Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success.

4.2 Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feels connected.

Performance Objective 5: Action Plan 4.2.2 Explore additional possibilities for schools and innovative programs while overtly marketing our existing programs in order to provide greater accessibility and meet more individualized student needs.

Evaluation Data Sources: Analysis of programs offered for students and participation levels in those programs

Strategy 1 Details
Strategy 1: Review the master schedule efficiencies and develop a timeline for course selection, budget and staff allocation and course placement. Strategy's Expected Result/Impact: Increased efficiency and opportunities for students Staff Responsible for Monitoring: Director of Counseling
Strategy 2 Details
Strategy 2: Evaluate current summer school programming (operational support, enrollment, development of aspiring leaders, staffing and budgetary needs) and redesign where needed to ensure that students have access to relevant programs that allow for acceleration and / or remediation according to individualized student needs. Strategy's Expected Result/Impact: Analysis of summer school programming Staff Responsible for Monitoring: Director of Expanded Learning Pathways
Strategy 3 Details
Strategy 3: Evaluate existing Career and Technical Education programs and determine the need for additions or revisions to high wage / high demand pathways. Strategy's Expected Result/Impact: Increased opportunities for students Staff Responsible for Monitoring: Director of CTE

Goal 5: Pillar 5 - Strategic Resource Management - As good stewards, we will strategically and equitably manage our resources to meet identified student needs and align resource allocation with district goals.

5.1 Increase investment in our learning community through advocacy, partnerships and increased enrollment.

5.2 Design and manage a system that allocates resources in alignment with our district's strategic objectives

Performance Objective 1: Action Plan 5.1.1 Grow and sustain the district's portfolio of partnerships to include community and corporate financial sponsorships along with in-kind, volunteer, mentorship, internship, externship, job-shadowing and student opportunities.

Strategy 1 Details
<p>Strategy 1: Target communication efforts with current and potential long-term partners including regular updates on supported programs and student achievement. Strategy's Expected Result/Impact: Develop a strategic partnership communication plan and recognition program. Staff Responsible for Monitoring: Chief Communications Officer</p>
Strategy 2 Details
<p>Strategy 2: Create a system for district staff to use when asking for or receiving donations or volunteer hours that will allow the district to accurately gauge current engagement activity. Strategy's Expected Result/Impact: Launch an official platform for district and education foundation non-monetary donations. Staff Responsible for Monitoring: Director of Communications</p>
Strategy 3 Details
<p>Strategy 3: Develop a formal Partners in Education program that will help efficiently match community resources with student and campus needs, including but not limited to traditional volunteers, guest speakers, mentorships, externships, internships, job-shadowing opportunities and technical expertise. Strategy's Expected Result/Impact: Create a community engagement hub on the website that provides a streamlined platform for the community and businesses to easily view district partnership opportunities including mentorship, donations, volunteering and sponsorship.</p> <p>Develop a process and guidelines for a district speakers bureau as a resource to connect campuses with subject matter experts on any number of topics relevant to curriculum.</p> <p>Staff Responsible for Monitoring: Director of Communications</p>

Goal 5: Pillar 5 - Strategic Resource Management - As good stewards, we will strategically and equitably manage our resources to meet identified student needs and align resource allocation with district goals.

5.1 Increase investment in our learning community through advocacy, partnerships and increased enrollment.

5.2 Design and manage a system that allocates resources in alignment with our district's strategic objectives

Performance Objective 2: Action Plan 5.2.1 Create strategic allocation model that brings adequacy and equity to all students and programs.

Strategy 1 Details
<p>Strategy 1: Develop a strategic roadmap for implementation in Fall 2023 that outlines the Plan of Work for the next five years. Strategy's Expected Result/Impact: Provide strategic direction for the next five years for the district. Staff Responsible for Monitoring: Deputy Superintendents</p>
Strategy 2 Details
<p>Strategy 2: Enhance communication and understanding of resource allocations with all district stakeholders. Strategy's Expected Result/Impact: Compliance Training for Program Directors, Principals, and Board members Staff Responsible for Monitoring: Deputy Superintendent Business and Employee Services</p>
Strategy 3 Details
<p>Strategy 3: Assemble a focus group to gather feedback on expenditure trends and budgeting processes to refine/enhance future processes in order to meet district goals and student needs. Strategy's Expected Result/Impact: Refined budgeting processes and efficient use of resources Staff Responsible for Monitoring: Executive Director Financial Services</p>
Strategy 4 Details
<p>Strategy 4: Conduct an equity study of extracurricular program participation and funding. Strategy's Expected Result/Impact: Identify potential gaps and need for student participation, funding and program enhancements Staff Responsible for Monitoring: Director of Fine Arts</p>
Strategy 5 Details
<p>Strategy 5: Explore alternative transportation options for specialized routing needs (Guinn SPC, McKinney-Vento). Strategy's Expected Result/Impact: Cost-efficient, reliable options available to Transportation Department Staff Responsible for Monitoring: Deputy Superintendent Business and Employee Services</p>

Strategy 6 Details

Strategy 6: Prepare for the opening and ongoing operation of the new Robinson Fine Arts Center.

Strategy's Expected Result/Impact: Build meaningful partnerships with local organizations around the use and support of student performances at the Fine Arts Center.

Staff Responsible for Monitoring: Deputy Superintendent Business and Employee Services

Deputy Superintendent for Leadership and Operations

Goal 5: Pillar 5 - Strategic Resource Management - As good stewards, we will strategically and equitably manage our resources to meet identified student needs and align resource allocation with district goals.

5.1 Increase investment in our learning community through advocacy, partnerships and increased enrollment.

5.2 Design and manage a system that allocates resources in alignment with our district's strategic objectives

Performance Objective 3: Action Plan 5.2.2 Evaluate desired outcomes against resource allocations to ensure effectiveness and to allow reassessment of resource distributions.

Strategy 1 Details
<p>Strategy 1: Evaluate desired outcomes against resource allocations to ensure effectiveness and to allow reassessment of resource distribution.</p> <p>Strategy's Expected Result/Impact: Meet TEA required compliance; Evaluate student performance results and the evaluation of each type of expenditure effectiveness</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Business and Employee Services</p>
Strategy 2 Details
<p>Strategy 2: Track student growth, campus improvement, and department effectiveness in relation to funds allocated.</p> <p>Strategy's Expected Result/Impact: Cost Benefit Analysis - Evaluate results obtained from additional resources provided</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Business and Employee Services Deputy Superintendent for Teaching, Learning, and Life Readiness</p>
Strategy 3 Details
<p>Strategy 3: Develop expected outcomes prior to adding Full Time Equivalent (FTE) and/or resources to departments and campuses.</p> <p>Strategy's Expected Result/Impact: Decisions based on data- resources of funding and human capital are distributed based on fact and needs.</p> <p>Staff Responsible for Monitoring: Deputy Superintendent Business and Employee Services</p>
Strategy 4 Details
<p>Strategy 4: Analyze progress in Campus Improvement Plans based on resource allocations. Utilize tools (Forecast 5/Plan4Learning) to provide historical and dashboard data to campuses and departments and to evaluate effectiveness of resources provided.</p> <p>Strategy's Expected Result/Impact: Framework for Strategic Abandonment that answers the guiding question: Were resources effective? If not, allocation of resources is revised and historical processes that do not achieve desired outcomes are abandoned; Data is provided in a variety of formats in order for decision makers to better understand outcomes</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Assessment, Research, and Program Evaluation</p>

Strategy 5 Details

Strategy 5: Implementation of the district Technology Plan that integrates technology with instructional and administrative systems.

Strategy's Expected Result/Impact: Development of comprehensive cybersecurity policies, procedures, and standards. Conduct risk assessment and develop mitigation strategies to ensure information security. Development of an incident response plan.

Staff Responsible for Monitoring: Assistant Superintendent for Technology Services

Strategy 6 Details

Strategy 6: Assess and evaluate current enterprise resource planning (ERP) systems, student information systems (SIS), and third-party enterprise applications to ensure performance and cost effectiveness.

Strategy's Expected Result/Impact: Ensure efficiency and effectiveness of all system applications.

Staff Responsible for Monitoring: Assistant Superintendent for Technology Services

Goal 6: DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC ELAR from 2022 to 2023.

Performance Objective 1: HB#3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Reading will increase from 66% in 2022 to 67% by June 2023. The Special Education student group performance will increase from 41% in 2022 to 44% by June 2023. The Economically Disadvantaged student group performance will increase from 46% in 2022 to 48% by 2023.

The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 66% in 2022 to 67% by June 2023. The Special Education student group performance will increase from 38% in 2022 to 41% by June 2023. The Economically Disadvantaged student group performance will increase from 47% in 2022 to 49% by 2023.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 72% in 2022 to 73% by June 2023. The Special Education student group performance will increase from 37% in 2022 to 40% by June 2023. The Economically Disadvantaged student group performance will increase from 56% in 2022 to 58% by 2023.

HB3 Goal

Evaluation Data Sources: 2023 STAAR Reading

Strategy 1 Details
<p>Strategy 1: Facilitate professional learning and provide tools for campus teams (1) to monitor student progress through PLCs to improve student performance and growth; (2) to respond to data to strengthen tier 1 instruction to improve student performance and growth.</p> <p>Strategy's Expected Result/Impact: Teachers increase their understanding & implementation of an effective Teaching & Learning Cycle, and expand their response to data to include development & implementation of effective Tier 1 instruction (rather than a focus on intervention).</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators</p>
Strategy 2 Details
<p>Strategy 2: Train campus teams to analyze and adjust instructional practices based on multiple sources of data.</p> <p>Strategy's Expected Result/Impact: Teachers increase implementation of data-driven literacy instructional practices, with intentional utilization of the PISD Instruction Model, in response to student needs.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators</p>
Strategy 3 Details
<p>Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators and Special Education Staff</p>

Goal 6: DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC ELAR from 2022 to 2023.

Performance Objective 2: The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 60% in 2022 to 61% by June 2023. The Special Education student group performance will increase from 28% in 2022 to 31% by June 2023. The Economically Disadvantaged student group performance will increase from 40% in 2022 to 42% by 2023.

The percent of 7th grade students that score Meets grade level or above on STAAR Reading will increase from 70% in 2022 to 71% by June 2023. The Special Education student group performance will increase from 31% in 2022 to 34% by June 2023. The Economically Disadvantaged student group performance will increase from 51% in 2022 to 53% by 2023.

The percent of 8th grade students that score Meets grade level or above on STAAR Reading will increase from 69% in 2022 to 70% by June 2023. The Special Education student group performance will increase from 26% in 2022 to 29% by June 2023. The Economically Disadvantaged student group performance will increase from 51% in 2022 to 53% by 2023.

Evaluation Data Sources: 2023 STAAR Reading

Strategy 1 Details
<p>Strategy 1: Facilitate professional learning and provide tools for campus teams (1) to monitor student progress through PLCs to improve student performance and growth; (2) to respond to data to strengthen tier 1 instruction to improve student performance and growth.</p> <p>Strategy's Expected Result/Impact: Teachers increase their understanding & implementation of an effective Teaching & Learning Cycle, and expand their response to data to include development & implementation of effective Tier 1 instruction (rather than a focus on intervention).</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators</p>
Strategy 2 Details
<p>Strategy 2: Train campus teams to analyze and adjust instructional practices based on multiple sources of data.</p> <p>Strategy's Expected Result/Impact: Teachers increase implementation of data-driven literacy instructional practices, with intentional utilization of the PISD Instruction Model, in response to student needs.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators</p>
Strategy 3 Details
<p>Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators and Special Education Staff</p>

Goal 6: DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC ELAR from 2022 to 2023.

Performance Objective 3: The percent of students that score Meets grade level or above on STAAR English I and II will increase from 70% in 2022 to 71% by June 2023. The Special Education student group performance will increase from 27% in 2022 to 30% by June 2023. The Economically Disadvantaged student group performance will increase from 52% in 2022 to 54% by 2023.

Evaluation Data Sources: 2023 STAAR EOC English I & II

Strategy 1 Details
<p>Strategy 1: Facilitate professional learning and provide tools for campus teams (1) to monitor student progress through PLCs to improve student performance and growth; (2) to respond to data to strengthen tier 1 instruction to improve student performance and growth.</p> <p>Strategy's Expected Result/Impact: Teachers increase their understanding & implementation of an effective Teaching & Learning Cycle, and expand their response to data to include development & implementation of effective Tier 1 instruction (rather than a focus on intervention).</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators</p>
Strategy 2 Details
<p>Strategy 2: Train campus teams to analyze and adjust instructional practices based on multiple sources of data.</p> <p>Strategy's Expected Result/Impact: Teachers increase implementation of data-driven literacy instructional practices, with intentional utilization of the PISD Instruction Model, in response to student needs.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators</p>
Strategy 3 Details
<p>Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services, Director of Secondary of Academic Services, Elementary and Secondary Coordinators and Special Education Staff</p>

Goal 7: DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Math from 2022 to 2023.

Performance Objective 1: HB3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 56% in 2022 to 57% by June 2023. The Special Education student group performance will increase from 39% in 2022 to 42% by June 2023. The Economically Disadvantaged student group performance will increase from 35% in 2022 to 37% by 2023.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 53% in 2022 to 54% by June 2023. The Special Education student group performance will increase from 32% in 2022 to 35% by June 2023. The Economically Disadvantaged student group performance will increase from 32% in 2022 to 34% by 2023.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 59% in 2022 to 60% by June 2023. The Special Education student group performance will increase from 30% in 2022 to 33% by June 2023. The Economically Disadvantaged student group performance will increase from 41% in 2022 to 43% by 2023.

HB3 Goal

Evaluation Data Sources: 2023 STAAR Math

Strategy 1 Details
<p>Strategy 1: Facilitate professional learning and provide reflection tools for campus teams (1) to monitor student progress through PLCs to improve student performance and growth; (2) to respond to data to strengthen tier 1 instruction to improve student performance and growth.</p> <p>Strategy's Expected Result/Impact: Teachers increase their understanding of the Teaching & Learning Cycle and expand their response to data to include adjustments to tier 1 instruction (rather than solely planning tier 2 intervention). Response to data may include enrichment since MAP and STAAR data show the most limited growth with students in Quintile 1.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services; Elementary Math Coordinator</p>
Strategy 2 Details
<p>Strategy 2: Facilitate professional learning and provide reflection tools to analyze and adjust instructional practices.</p> <p>Strategy's Expected Result/Impact: Teachers increase instructional agility and competence through reflective practice, so that response to formative data includes a shift in instructional practice that positively impacts summative data. Example: reflective practices based on winter MAP projections cause teachers to adjust instructional practices so that there is a positive shift in the data after spring MAP and STAAR.</p> <p>Teachers will increase their disposition towards the implementation of strategies in the PISD Instructional Model, and will see formative data as a way to analyze effectiveness of instructional methods that transcend a specific unit of study (as opposed to waiting to change practices until teaching that unit next year).</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services; Executive Director Special Ed; Multilingual; Elementary Math Coordinator</p>

Strategy 3 Details

Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.

Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address.

Staff Responsible for Monitoring: Executive Director of Special Education

Goal 7: DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Math from 2022 to 2023.

Performance Objective 2: The percent of 6th grade students that score Meets grade level or above on STAAR Math will increase from 54% in 2022 to 55% by June 2023. The Special Education student group performance will increase from 28% in 2022 to 31% by June 2023. The Economically Disadvantaged student group performance will increase from 36% in 2022 to 38% by 2023.

The percent of 7th grade students that score Meets grade level or above on STAAR Math will increase from 33% in 2022 to 34% by June 2023. The Special Education student group performance will increase from 20% in 2022 to 23% by June 2023. The Economically Disadvantaged student group performance will increase from 18% in 2022 to 20% by 2023.

The percent of 8th grade students that score Meets grade level or above on STAAR Math will increase from 69% in 2022 to 70% by June 2023. The Special Education student group performance will increase from 32% in 2022 to 35% by June 2023. The Economically Disadvantaged student group performance will increase from 49% in 2022 to 51% by 2023.

Evaluation Data Sources: 2023 STAAR Math

Strategy 1 Details

Strategy 1: Facilitate professional learning and provide reflection tools for campus teams (1) to monitor student progress through PLCs to improve student performance and growth; (2) to respond to data to strengthen tier 1 instruction to improve student performance and growth.

Strategy's Expected Result/Impact: Teachers increase their understanding of the Teaching & Learning Cycle and expand their response to data to include adjustments to tier 1 instruction (rather than solely planning tier 2 intervention). Response to data may include enrichment since MAP and STAAR data show the most limited growth with students in Quintile 1.

Staff Responsible for Monitoring: Director Elementary Academic Services; Elementary Math Coordinator

Strategy 2 Details

Strategy 2: Facilitate professional learning and provide reflection tools to analyze and adjust instructional practices.

Strategy's Expected Result/Impact: Teachers increase instructional agility and competence through reflective practice, so that response to formative data includes a shift in instructional practice that positively impacts summative data. Example: reflective practices based on winter MAP projections cause teachers to adjust instructional practices so that there is a positive shift in the data after spring MAP and STAAR.

Teachers will increase their disposition towards the implementation of strategies in the PISD Instructional Model, and will see formative data as a way to analyze effectiveness of instructional methods that transcend a specific unit of study (as opposed to waiting to change practices until teaching that unit next year).

Staff Responsible for Monitoring: Director Elementary Academic Services;
Executive Director Special Ed; Multilingual;
Elementary Math Coordinator

Strategy 3 Details

Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.

Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address.

Staff Responsible for Monitoring: Executive Director of Special Education

Goal 7: DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Math from 2022 to 2023.

Performance Objective 3: The percent of students that score Meets grade level or above on the Algebra I EOC will increase from 29% in 2022 to 30% by June 2023. The Special Education student group performance will increase from 19% in 2022 to 22% by June 2023. The Economically Disadvantaged student group performance will increase from 19% in 2022 to 21% by 2023.

Evaluation Data Sources: 2023 STAAR/EOC Algebra I

Strategy 1 Details
<p>Strategy 1: Facilitate professional learning and provide reflection tools for campus teams (1) to monitor student progress through PLCs to improve student performance and growth; (2) to respond to data to strengthen tier 1 instruction to improve student performance and growth.</p> <p>Strategy's Expected Result/Impact: Teachers increase their understanding of the Teaching & Learning Cycle and expand their response to data to include adjustments to tier 1 instruction (rather than solely planning tier 2 intervention). Response to data may include enrichment since MAP and STAAR data show the most limited growth with students in Quintile 1.</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services; Elementary Math Coordinator</p>
Strategy 2 Details
<p>Strategy 2: Facilitate professional learning and provide reflection tools to analyze and adjust instructional practices.</p> <p>Strategy's Expected Result/Impact: Teachers increase instructional agility and competence through reflective practice, so that response to formative data includes a shift in instructional practice that positively impacts summative data. Example: reflective practices based on winter MAP projections cause teachers to adjust instructional practices so that there is a positive shift in the data after spring MAP and STAAR.</p> <p>Teachers will increase their disposition towards the implementation of strategies in the PISD Instructional Model, and will see formative data as a way to analyze effectiveness of instructional methods that transcend a specific unit of study (as opposed to waiting to change practices until teaching that unit next year).</p> <p>Staff Responsible for Monitoring: Director Elementary Academic Services; Executive Director Special Ed; Multilingual; Elementary Math Coordinator</p>
Strategy 3 Details
<p>Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address.</p> <p>Staff Responsible for Monitoring: Executive Director of Special Education</p>

Goal 8: DIP - Plano ISD will increase student learning in Science as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Science from 2022 to 2023.

Performance Objective 1: The percent of 5th grade students that score Meets grade level or above on STAAR Science will increase from 49% in 2022 to 50% by June 2023. The Special Education student group performance will increase from 25% in 2022 to 28% by June 2023. The Economically Disadvantaged student group performance will increase from 29% in 2022 to 31% by 2023.

Evaluation Data Sources: 2023 STAAR Science

Strategy 1 Details
<p>Strategy 1: Equip campus teams to unpack content and process standards and to design and deliver instruction that improves student achievement and growth.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their instructional agility and competence, which will enable them to develop and adjust tier 1 instruction that best meets the needs of students</p> <p>Staff Responsible for Monitoring: Director of Elementary Academic Services, Elementary Science Coordinator</p>
Strategy 2 Details
<p>Strategy 2: Use data to provide more vertically aligned instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their understanding of the Teaching and Learning Cycle, and expand their response to data to include adjustments to tier 1 instruction along with planning for tier 2 and 3 instruction</p> <p>Staff Responsible for Monitoring: Director of Elementary Academic Services, Elementary Science Coordinator</p>
Strategy 3 Details
<p>Strategy 3: The Outdoor Science Camp will utilize Title IV funds to provide overnight security for our 5th grade students while attending.</p>
Strategy 4 Details
<p>Strategy 4: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>

Goal 8: DIP - Plano ISD will increase student learning in Science as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Science from 2022 to 2023.

Performance Objective 2: The percent of 8th grade students that score Meets grade level or above on STAAR Science will increase from 60% in 2022 to 61% by June 2023. The Special Education student group performance will increase from 25% in 2022 to 28% by June 2023. The Economically Disadvantaged student group performance will increase from 39% in 2022 to 41% by 2023.

Evaluation Data Sources: 2023 STAAR Science

Strategy 1 Details
<p>Strategy 1: Equip campus teams to unpack content and process standards and to design and deliver instruction that improves student achievement and growth.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their instructional agility and competence, which will enable them to develop and adjust tier 1 instruction that best meets the needs of students</p> <p>Staff Responsible for Monitoring: Director of Elementary Academic Services, Elementary Science Coordinator</p>
Strategy 2 Details
<p>Strategy 2: Use data to provide more vertically aligned instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their understanding of the Teaching and Learning Cycle, and expand their response to data to include adjustments to tier 1 instruction along with planning for tier 2 and 3 instruction</p> <p>Staff Responsible for Monitoring: Director of Elementary Academic Services, Elementary Science Coordinator</p>
Strategy 3 Details
<p>Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>

Goal 8: DIP - Plano ISD will increase student learning in Science as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Science from 2022 to 2023.

Performance Objective 3: The percent of students that score Meets grade level or above on STAAR/EOC Biology I will increase from 68% in 2022 to 69% by June 2023. The Special Education student group performance will increase from 31% in 2022 to 34% by June 2023. The Economically Disadvantaged student group performance will increase from 48% in 2022 to 50% by 2023.

Evaluation Data Sources: 2023 STAAR/EOC Biology

Strategy 1 Details
<p>Strategy 1: Equip campus teams to unpack content and process standards and to design and deliver instruction that improves student achievement and growth.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their instructional agility and competence, which will enable them to develop and adjust tier 1 instruction that best meets the needs of students</p> <p>Staff Responsible for Monitoring: Director of Elementary Academic Services, Elementary Science Coordinator</p>
Strategy 2 Details
<p>Strategy 2: Use data to provide more vertically aligned instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will increase their understanding of the Teaching and Learning Cycle, and expand their response to data to include adjustments to tier 1 instruction along with planning for tier 2 and 3 instruction</p> <p>Staff Responsible for Monitoring: Director of Elementary Academic Services, Elementary Science Coordinator</p>
Strategy 3 Details
<p>Strategy 3: Design and provide training for general education teachers to improve inclusion practices for special education students across all grade levels.</p> <p>Strategy's Expected Result/Impact: Analysis complete; written report of results; identified areas of concern to address</p> <p>Staff Responsible for Monitoring: Director of Special Education</p>

Goal 9: DIP - Plano ISD will increase student learning in Social Studies as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR 8 Social Studies and STAAR/EOC U.S. History from 2022 to 2023.

Performance Objective 1: The percent of students that score Meets grade level or above on STAAR Grade 8 Social Studies will increase from 47% in 2022 to 48% by June 2023. The Special Education student group performance will increase from 23% in 2022 to 26% by June 2023. The Economically Disadvantaged student group performance will increase from 27% in 2022 to 29% by 2023.

Evaluation Data Sources: 2023 8th Grade STAAR Social Studies

Strategy 1 Details
<p>Strategy 1: Facilitate professional learning to equip teachers to analyze data to monitor student progress and plan instruction to remediate identified areas of need.</p> <p>Strategy's Expected Result/Impact: Further understanding of how to appropriately respond to formative student data and adjust ongoing instruction.</p> <p>Staff Responsible for Monitoring: Director of Academic Services, Coordinator Secondary Social Studies, ARPE Department Staff</p>
Strategy 2 Details
<p>Strategy 2: Design and implement professional learning that supports the implementation of academic language and literacy strategies as part of tier one instruction to improve student achievement and growth.</p> <p>Strategy's Expected Result/Impact: Teachers intentionally plan and embed academic language and literacy strategies within Social Studies content instruction.</p> <p>Staff Responsible for Monitoring: Director Secondary Academic Services, Coordinator Secondary Social Studies, Multilingual Department Staff</p>
Strategy 3 Details
<p>Strategy 3: Train collaborative teams to create learning experiences that enhance critical thinking and independent student response as part of tier one instruction.</p> <p>Strategy's Expected Result/Impact: Further develop teacher understanding of how to encourage students to think critically when facing academic challenges.</p> <p>Staff Responsible for Monitoring: Director Secondary Academic Services, Coordinator Secondary Social Studies</p>

Goal 10: DIP - Plano ISD will reach and maintain the graduation rate for all students and each student group at 94% or higher.

Performance Objective 1: DIP - Plano ISD will increase the Hispanic 4-year graduation rate from 90.3% for the class of 2021 to 90.5% or higher for the class of 2023.

Plano ISD will increase the Economically Disadvantaged 4-year graduation rate from 92.3% for the class of 2021 to 92.5% or higher for the class of 2023.

Strategy 1 Details
<p>Strategy 1: Design and implement professional learning, tools, and resources for content area teachers supporting research-based assessment practices, including formative assessment and common assessment.</p> <p>Strategy's Expected Result/Impact: Teachers provide authentic assessment opportunities that demonstrate student progress toward mastery, and utilize data to inform and adjust classroom instruction.</p> <p>Staff Responsible for Monitoring: Executive Director: Secondary Academic Services Secondary Academic Coordinators</p>
Strategy 2 Details
<p>Strategy 2: Design and facilitate campus based data protocols to disaggregate assessment data and identify instructional priorities.</p> <p>Strategy's Expected Result/Impact: Teachers will adjust instruction to support individual student needs.</p> <p>Staff Responsible for Monitoring: Executive Director: Secondary Academic Services Secondary Academic Coordinators</p>
Strategy 3 Details
<p>Strategy 3: Implement the college/career readiness platform, SchoolLinks, in a strategic manner that includes a plan for training staff, onboarding students, tracking of student and parent engagement, and monitoring of student completion of tasks outlined in the college/career readiness scope and sequence. Student and parent engagement will be tracked by campus and updates will be provided to campus leadership so that appropriate action can be taken.</p> <p>Strategy's Expected Result/Impact: - Increase student and parent engagement in post-secondary planning across the district and at each campus - Increase in students understanding and completing 4- and 7-year academic plans aligned with programs of study, endorsements, and CCMR pathways</p> <p>Staff Responsible for Monitoring: Director for Counseling Services CCMR Advisor Executive Director for Counseling & CCMR</p>

Goal 10: DIP - Plano ISD will reach and maintain the graduation rate for all students and each student group at 94% or higher.

Performance Objective 2: DIP - Plano ISD will increase the Federal 4-Year graduation rate for students identified as English Language Learner in grades 9-12 (EL anytime in grades 9-12) from 84.2% (class of 2021) to 85.4% (class of 2023)

Strategy 1 Details
<p>Strategy 1: Monitor the implementation of the newcomer program on HS/SHS campuses as well as the attendance and academic progress of students participating in the newcomer program during year 1 of implementation.</p> <p>Strategy's Expected Result/Impact: Implementation of newcomer program will be monitored by number of students in the newcomer program on the appropriate graduation pathway. Attendance and academic progress of students measured through pinnacle for attendance and grades and edugence for semester exam and EOC data.</p> <p>Staff Responsible for Monitoring: Executive Director for Multilingual Academic Services; Coordinators & Specialists for Multilingual Academic Services</p>
Strategy 2 Details
<p>Strategy 2: Evaluate the history of students listed as "continued HS" or "dropped out" who contributed to the 4 year graduation rate to identify barriers.</p> <p>Strategy's Expected Result/Impact: Patterns and trends of transcripts and student history will help us determine barriers and create solutions.</p> <p>Staff Responsible for Monitoring: Executive Director for Multilingual Academic Services; Coordinators & Specialists for Multilingual Academic Services</p>
Strategy 3 Details
<p>Strategy 3: Identify risk factors for long-term English learners that contribute to "drop out" list or have a need for "continued HS" in order to offer effective strategies for intervention.</p> <p>Strategy's Expected Result/Impact: List of effective strategies for intervention.</p> <p>Staff Responsible for Monitoring: Executive Director for Multilingual Academic Services; Coordinator & Specialists for Multilingual Academic Services</p>

Goal 10: DIP - Plano ISD will reach and maintain the graduation rate for all students and each student group at 94% or higher.

Performance Objective 3: Plano ISD will increase the federal 4-year graduation rate for students receiving special education services from 80.1% (class of 2021) to 82.1% (class of 2023).

Evaluation Data Sources: Advisory Committee agendas; evidence of at-risk communication protocol; develop protocols for early identification

Strategy 1 Details

Strategy 1: Analyze current practices with special education students including: student progress toward graduation requirements; alignment of post-secondary goals and course study; and grading criteria for ARD revisions prior to loss of credit for failing.

Strategy's Expected Result/Impact: Data analysis completed; barriers identified

Staff Responsible for Monitoring: Executive Director for Special Education;
Assistant Director for Secondary Special Ed Curriculum;
Assistant Director for Elementary Special Ed Curriculum;
Secondary and Elementary Special Ed Specialists

Strategy 2 Details

Strategy 2: Develop system for early identification and response to special education students not making adequate progress toward graduation requirements.

Strategy's Expected Result/Impact: Early identification system developed and implemented at campus level

Staff Responsible for Monitoring: Executive Director for Special Education;
Assistant Director for Secondary Special Ed Curriculum

Goal 11: DIP - Plano ISD will increase the percentage of graduates and seniors that meet the criteria for CCMR by 12% from 68% in the 2022 accountability (2021 graduates and seniors) to 80% by 2027 (2026 graduates and seniors). For economically disadvantaged students, the CCMR rates will increase by 18% from 46% in 2022 to 64% in 2027.

Performance Objective 1: Increase the percentage of graduates meeting the criteria for CCMR.

Strategy 1 Details
<p>Strategy 1: The district team will work with SLI and each senior high campus leadership team to analyze their campus CCMR data, identify gaps, and create data-informed action plans.</p> <p>Strategy's Expected Result/Impact: Each campus will learn how to access their campus CCMR data, analyze it, and identify gaps. Each campus will identify students that need an intervention and create action plans to support students in earning at least one CCMR criteria. Campuses will create systems for tracking and monitoring student CCMR progress and updating their action plans.</p> <p>Staff Responsible for Monitoring: College and Career Readiness Advisor Executive Director for Counseling/CCMR; Senior Executive Director for Assessment, Research and Program Evaluation Secondary SLI</p>
Strategy 2 Details
<p>Strategy 2: Schedule CCMR progress monitoring meetings at designated times during the year with secondary campus leadership teams to ensure progress is being made at each campus and that action plans are being updated based on current needs.</p> <p>Strategy's Expected Result/Impact: Campuses will use CCMR tracking system/data for crucial conversations and academic planning to help students meet CCMR. Campuses will update CCMR action plans throughout the year based on current data.</p> <p>Staff Responsible for Monitoring: College and Career Readiness Advisor Executive Director for Counseling/CCMR; Senior Executive Director for Assessment, Research and Program Evaluation Secondary SLI</p>
Strategy 3 Details
<p>Strategy 3: Identify students at each senior high school by end of junior year who have not met TSI benchmarks for reading, writing, and/or math and scheduling meetings with them to discuss TSIA testing and/or College Prep course options, the benefits of both, and the importance of meeting TSI readiness standards.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who meet TSI benchmarks in reading, writing, and/or math by graduation. Increase the number of seniors who enroll in and complete College Prep courses. Increase the number of seniors who take and pass the TSIA.</p> <p>Staff Responsible for Monitoring: College and Career Readiness Advisor Executive Director for Counseling/CCMR; Senior Executive Director for Assessment, Research and Program Evaluation Secondary SLI</p>

Strategy 4 Details

Strategy 4: Create a military recruitment, tracking, and documentation strategy for each senior high school.

Strategy's Expected Result/Impact: Increase the number of informed students enlisting in the military.

Each campus will develop a system for supporting students who are interested in the military including offering ASVAB testing twice a year, providing military information to parents and students, and providing access to campus to military recruiters.

Staff Responsible for Monitoring: Director of Counseling Services

College and Career Readiness Advisor

Executive Director for Counseling/CCMR

Strategy 5 Details

Strategy 5: Review the new industry based certification list and the alignment to programs of study. Ensure there are opportunities to take industry based certifications to support students' graduation and post-secondary goals.

Strategy's Expected Result/Impact: Ensure that IBC's are aligned with the state programs of study.

Ensure that students have the opportunity to pass and earn an IBC's per TEA's new guidance.

Ensure that students have IBC information and are prepared to take and pass the test(s).

Communicate and collaborate with campuses the new IBC opportunities and requirements for each campus.

Staff Responsible for Monitoring: Director of CTE

Goal 12: Federal and State Mandates

Performance Objective 1: Federal and State Program Implementation Process

Strategy 1 Details
Strategy 1: All Title I campuses will receive training and day-to-day support from the federal programs administrator, who will attend trainings at the region, state and National level to ensure that all PISD federal programs are in compliance. Training materials, office supplies, Title I Crate software, travel expenditures, and other administrative costs are expected.
Strategy 2 Details
Strategy 2: Title I funding will be used to purchase support materials and resources that serve all Title I students in Elementary and Middle School.
Strategy 3 Details
Strategy 3: Title IV funding will be used to implement programs and activities to support the well rounded child.
Strategy 4 Details
Strategy 4: Title IV funding will be used to support effective use of technology.

2022-2023 DBIC

Committee Role	Name	Position
Classroom Teacher	Jason Lee	Gifted Specialist / PACE
Classroom Teacher	Brittany Hall	Elementary Teacher
Classroom Teacher	Shvuel Ribak	Elementary Teacher
Classroom Teacher	Kamesha Ross	Elementary Teacher
Classroom Teacher	Megan Allen	Elementary Teacher
Classroom Teacher	Kate Mercer	Elementary Teacher
Classroom Teacher	Sara Richards	Elementary Teacher
Classroom Teacher	Dawn Raschke	Special Education Teacher
Classroom Teacher	Victoria Kearns	Secondary Teacher
Classroom Teacher	Taylor Watson	Secondary Teacher
Classroom Teacher	Martha Gonzalez	ESL Teacher
Classroom Teacher	Clarice Perry	Secondary Teacher
Classroom Teacher	Ann Boles	Secondary Teacher (Non-Voting Alternate)
Classroom Teacher	Ana Dubin	Secondary Teacher
Classroom Teacher	Will Smith	Secondary Teacher
Classroom Teacher	Jonathan Cao	Secondary Teacher
Classroom Teacher	Trey O'Bar	CTE Work-Based Learning Teacher
Classroom Teacher	Joseph Russell	Secondary Teacher (Non-Voting Alternate)
Administrator	M'Cheyl Herrera	Assistant Principal Elementary
Administrator	Mark Letterer	Principal Secondary
Administrator	Al Gallo	Assistant Principal Secondary
Non-classroom Professional	Mary Cabrera	campus-based non-teaching professional
Non-classroom Professional	Candace Neal	Non-Teaching Campus-Based Professional (Non-Voting Alternate)
District-level Professional	vacant vacant	vacant
District-level Professional	Rebecca McCarty	Diagnostician
District-level Professional	Spruce Haley	Help Desk Specialist
District-level Professional	vacant vacant	vacant
Community Representative	Anna Garza Clinton	Community Member

Committee Role	Name	Position
Parent	Ross Cornell	President of PTA
Parent	Jeri Duncan	PTA designee
Classroom Teacher	Jessica Pagan	Elementary Teacher (Non-Voting Alternate)
Community Representative	Annissa Obasi	Community Member
Community Representative	Kelsey Plichta	Community Member (Non-Voting Alternate)
Business Representative	Catherine Riggle	Business Representative
Business Representative	Michael Gould	Business Representative

Addendums

DUTIES OF SROs and SECURITY PERSONNEL:

School Resource Officers (SROs) shall have the following law enforcement duties:

- 1. Protecting the safety and welfare of any person in the jurisdiction of the peace officer.*
- 2. Protecting the property of the school district.*
- 3. Investigation of criminal offenses and incidents affecting the safety and welfare of students, staff and others.*
- 4. Performing any duty required by law of peace officers*
- 5. Presenting approved educational or safety programs to students or staff members where such programs promote the safety and welfare of students, staff or others.*

Contract Peace Officers Serving as Security Personnel shall have the following law enforcement duties:

- 1. Protecting the safety and welfare of any person in the jurisdiction of the peace officer.*
- 2. Protecting the property of the school district.*
- 3. Performing any duty required by law of peace officers.*

The school district may not assign School Resource Officers or Contract Peace Officers Serving as Security Personnel to perform duties that involve routine school discipline, school administrative tasks, or contact with students unrelated to the law enforcement duties of the officer. However, this shall not prohibit officers from having informal contact with a student even if unrelated to the assigned duties of the officer or an incident involving student behavior or law enforcement.

Security Personnel who are not law enforcement officers shall have duties and responsibilities within the proper scope of their role or position, including activities that promote the safety and welfare of persons on district property, and the protection of district property.

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math

All Grades

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	3272	6648	7209	66	5093	19	3495	8431	802	5876	17341	6032	23373
2022	30	35	62	52	81	42	29	34	57	41	58	41	53
2023	33	37	63	53	82	44	32	36	58	43	59	43	54
2024	36	40	65	55	84	46	35	39	60	45	61	45	56
2025	39	44	67	57	86	49	39	43	62	48	63	48	58
2026	45	48	69	59	88	53	44	47	64	52	65	52	60
2027	51	54	72	62	91	57	51	53	67	57	68	57	63

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

All Grades

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	3841	7833	8954	81	6662	26	3747	9892	913	6491	21693	6992	28685
2022	50	49	77	65	87	50	32	50	69	46	72	56	68
2023	52	51	78	66	88	52	35	52	70	48	73	57	69
2024	54	53	78	67	88	54	38	54	70	50	73	59	69
2025	56	55	79	68	89	56	42	56	71	53	74	61	70
2026	60	59	81	69	91	60	48	60	73	57	76	64	72
2027	64	63	82	71	92	64	55	64	74	62	77	67	73

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Science 5

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	423	927	1038	10	730	3	530	1208	123	994	2381	915	3296
2022	27	28	61	50	72	33	25	29	44	36	53	39	49
2023	30	30	62	51	73	35	28	31	45	38	54	41	50
2024	33	33	64	53	75	38	31	34	47	40	56	43	52
2025	36	37	66	55	77	41	35	38	49	43	58	46	54
2026	42	42	68	57	79	46	40	43	52	47	60	50	56
2027	48	48	71	60	82	51	47	49	56	52	63	54	59

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Science 8

Grade 8

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	513	1023	1165	15	857	5	392	1226	144	666	2932	818	3750
2022	36	41	68	73	89	40	25	39	63	36	65	46	60
2023	38	43	69	74	90	42	28	41	64	38	66	47	61
2024	41	45	69	74	90	44	31	43	64	41	66	49	61
2025	44	47	70	75	91	47	35	46	65	44	67	51	62
2026	48	51	72	77	93	51	40	50	67	48	69	54	64
2027	53	55	73	78	94	55	47	54	68	53	70	58	65

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Social Studies 8

Grade 8

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	512	1023	1164	15	857	5	391	1225	144	666	2931	817	3748
2022	26	27	50	40	78	20	23	27	49	24	50	36	47
2023	28	29	51	42	79	23	26	29	50	27	51	38	48
2024	31	32	53	44	81	26	29	32	52	30	53	40	50
2025	35	36	55	46	83	30	33	36	54	33	55	43	52
2026	40	41	57	49	85	36	38	41	56	39	57	47	54
2027	46	47	60	53	88	43	45	47	59	45	60	51	57

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Biology

Grade 9 to 12

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	637	1282	1339	13	921	6	540	1603	118	824	3292	1089	4381
2022	50	45	81	62	93	50	31	48	66	34	72	55	68
2023	52	47	82	63	94	52	34	50	67	37	73	57	69
2024	54	50	83	65	95	54	38	53	68	40	74	59	70
2025	57	53	84	67	96	57	42	56	70	45	75	61	71
2026	61	58	86	69	97	61	49	60	72	51	77	64	73
2027	66	63	88	72	99	66	56	65	74	58	79	68	75

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math

Grade 3

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	399	890	959	11	774	3	547	1117	98	953	2525	656	3181
2022	32	39	63	36	80	33	39	35	48	47	58	47	56
2023	35	41	64	37	81	35	42	37	49	49	59	49	57
2024	38	44	66	39	83	37	45	40	51	51	61	51	59
2025	41	48	68	41	85	40	49	44	53	54	63	54	61
2026	47	52	70	43	87	44	54	48	55	58	65	58	63
2027	53	58	73	46	90	48	61	54	58	63	68	63	66

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math											Grade 4		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	407	823	1075	9	839	1	545	1157	94	948	2318	1002	3320
2022	30	34	61	67	72	100	32	32	60	46	58	42	53
2023	33	36	62	68	73	100	35	34	61	48	59	44	54
2024	36	39	64	70	75	100	38	37	63	50	61	46	56
2025	39	43	66	72	77	100	42	41	65	53	63	49	58
2026	45	47	68	74	79	100	47	45	67	57	65	53	60
2027	51	53	71	77	82	100	54	51	70	62	68	58	63

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	423	927	1041	10	731	3	531	1208	124	995	2385	916	3301
2022	35	42	67	70	84	100	30	41	60	53	64	47	59
2023	38	44	68	71	85	100	33	43	61	55	65	49	60
2024	41	47	70	73	87	100	36	46	63	57	67	51	62
2025	44	51	72	75	89	100	40	50	65	60	69	54	64
2026	50	55	74	77	91	100	45	54	67	64	71	58	66
2027	56	61	77	80	94	100	52	60	70	69	74	63	69

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math											Grade 6		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	477	853	1061	7	666	3	433	1141	114	796	2335	869	3204
2022	31	34	63	43	81	33	28	36	63	39	59	41	54
2023	34	36	64	44	82	35	31	38	64	41	60	43	55
2024	37	39	66	46	84	37	34	41	66	43	62	45	57
2025	40	43	68	48	86	40	38	45	68	46	64	48	59
2026	46	47	70	50	88	44	43	49	70	50	66	52	61
2027	52	53	73	53	91	48	50	55	73	55	69	57	64

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math

Grade 7

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	358	704	526	3	380	1	409	881	73	549	1419	649	2068
2022	15	20	39	0	67	0	20	18	27	21	36	26	33
2023	18	22	40	1	68	2	23	20	28	23	37	28	34
2024	21	25	42	3	70	4	26	23	30	25	39	30	36
2025	24	29	44	5	72	7	30	27	32	28	41	33	38
2026	30	33	46	7	74	11	35	31	34	32	43	37	40
2027	36	39	49	10	77	15	42	37	37	37	46	42	43

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math											Grade 8		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	618	1307	1791	17	1461	5	441	1545	216	867	4396	1051	5447
2022	41	49	75	76	93	20	32	49	72	48	73	54	69
2023	44	51	76	77	94	22	35	51	73	50	74	56	70
2024	47	54	78	79	96	24	38	54	75	52	76	58	72
2025	50	58	80	81	98	27	42	58	77	55	78	61	74
2026	56	62	82	83	100	31	47	62	79	59	80	65	76
2027	62	68	85	86	100	35	54	68	82	64	83	70	79

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math													Grade 3 to 5	
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All	
2022 # of Students	1229	2640	3075	30	2344	7	1623	3482	316	2896	7228	2574	9802	
2022	33	38	64	57	78	71	34	36	56	49	60	45	56	
2023	36	40	65	58	79	73	37	38	57	51	61	47	57	
2024	39	43	67	60	81	75	40	41	59	53	63	49	59	
2025	42	47	69	62	83	78	44	45	61	56	65	52	61	
2026	48	51	71	64	85	82	49	49	63	60	67	56	63	
2027	54	57	74	67	88	86	56	55	66	65	70	61	66	

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math

Grade 3 to 8

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	2682	5503	6451	57	4851	16	2906	7049	719	5108	15375	5143	20518
2022	32	38	65	58	82	44	31	37	59	44	61	44	57
2023	35	40	66	59	83	46	34	39	60	46	62	46	58
2024	38	43	68	61	85	48	37	42	62	48	64	48	60
2025	41	47	70	63	87	51	41	46	64	51	66	51	62
2026	47	51	72	65	89	55	46	50	66	55	68	55	64
2027	53	57	75	68	92	59	53	56	69	60	71	60	67

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math											Grade 6 to 8			
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All	
2022 # of Students	1453	2863	3376	27	2507	9	1283	3567	403	2212	8147	2569	10716	
2022	31	38	65	59	86	22	27	37	61	38	62	43	58	
2023	34	40	66	60	87	24	30	39	62	40	63	45	59	
2024	37	43	68	62	89	26	33	42	64	42	65	47	61	
2025	40	47	70	64	91	29	37	46	66	45	67	50	63	
2026	46	51	72	66	93	33	42	50	68	49	69	54	65	
2027	52	57	75	69	96	37	49	56	71	54	72	59	68	

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Math

Grade 9 to 12

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	590	1145	758	9	242	3	589	1382	83	768	1966	889	2855
2022	21	19	40	11	55	33	19	19	39	17	29	27	29
2023	24	21	41	12	56	35	22	21	40	19	30	29	30
2024	27	24	43	14	58	37	25	24	42	21	32	31	32
2025	30	28	45	16	60	40	29	28	44	24	34	34	34
2026	36	32	47	18	62	44	34	32	46	28	36	38	36
2027	42	38	50	21	65	48	41	38	49	33	39	43	39

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

Grade 3

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	400	891	960	11	775	3	548	1121	98	954	2528	658	3186
2022	54	45	74	73	83	33	41	46	55	53	67	60	66
2023	56	47	75	74	84	35	44	48	56	55	68	61	67
2024	58	49	75	75	84	37	47	50	56	57	68	63	67
2025	60	51	76	76	85	39	51	52	57	60	69	65	68
2026	64	55	78	77	87	43	57	56	59	64	71	68	70
2027	68	59	79	79	88	47	64	60	60	69	72	71	71

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading											Grade 4		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	405	825	1076	9	839	1	545	1157	94	950	2317	1004	3321
2022	48	47	75	67	81	100	38	47	69	55	70	57	66
2023	50	49	76	68	82	100	41	49	70	57	71	58	67
2024	52	51	76	69	82	100	44	51	70	59	71	60	67
2025	54	53	77	70	83	100	48	53	71	62	72	62	68
2026	58	57	79	71	85	100	54	57	73	66	74	65	70
2027	62	61	80	73	86	100	61	61	74	71	75	68	71

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	423	927	1040	10	732	3	530	1207	124	995	2384	917	3301
2022	54	57	81	80	89	67	37	56	76	62	76	63	72
2023	56	59	82	81	90	69	40	58	77	64	77	64	73
2024	58	61	82	82	90	71	43	60	77	66	77	66	73
2025	60	63	83	83	91	73	47	62	78	69	78	68	74
2026	64	67	85	84	93	77	53	66	80	73	80	71	76
2027	68	71	86	86	94	81	60	70	81	78	81	74	77

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading											Grade 6		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	481	859	1095	7	832	3	439	1154	122	827	2531	892	3423
2022	38	40	68	57	81	0	28	40	68	39	64	47	60
2023	40	42	69	58	82	2	31	42	69	41	65	48	61
2024	42	44	69	59	82	4	34	44	69	43	65	50	61
2025	44	46	70	60	83	6	38	46	70	46	66	52	62
2026	48	50	72	61	85	10	44	50	72	50	68	55	64
2027	52	54	73	63	86	14	51	54	73	55	69	58	65

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

Grade 7

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	462	986	1110	5	818	1	452	1194	137	720	2682	863	3545
2022	52	51	80	40	88	100	31	51	74	43	74	57	70
2023	54	53	81	41	89	100	34	53	75	45	75	58	71
2024	56	55	81	42	89	100	37	55	75	47	75	60	71
2025	58	57	82	43	90	100	41	57	76	50	76	62	72
2026	62	61	84	44	92	100	47	61	78	54	78	65	74
2027	66	65	85	46	93	100	54	65	79	59	79	68	75

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading											Grade 8		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	511	1022	1162	15	856	5	390	1221	144	666	2927	815	3742
2022	49	52	76	80	91	40	26	51	70	43	72	58	69
2023	51	54	77	81	92	42	29	53	71	45	73	59	70
2024	53	56	77	82	92	44	32	55	71	47	73	61	70
2025	55	58	78	83	93	46	36	57	72	50	74	63	71
2026	59	62	80	84	95	50	42	61	74	54	76	66	73
2027	63	66	81	86	96	54	49	65	75	59	77	69	74

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading											Grades 3 to 5			
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All	
2022 # of Students	1228	2643	3076	30	2346	7	1623	3485	316	2899	7229	2579	9808	
2022	52	50	77	73	84	57	39	50	67	57	71	60	68	
2023	54	52	78	74	85	59	42	52	68	59	72	61	69	
2024	56	54	78	75	85	61	45	54	68	61	72	63	69	
2025	58	56	79	76	86	63	49	56	69	64	73	65	70	
2026	62	60	81	77	88	67	55	60	71	68	75	68	72	
2027	66	64	82	79	89	71	62	64	72	73	76	71	73	

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

Grades 3 to 8

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	2682	5510	6443	57	4852	16	2904	7054	719	5112	15369	5149	20518
2022	49	49	76	70	86	44	34	49	69	50	71	57	67
2023	51	51	77	71	87	46	37	51	70	52	72	58	68
2024	53	53	77	72	87	48	40	53	70	54	72	60	68
2025	55	55	78	73	88	50	44	55	71	57	73	62	69
2026	59	59	80	74	90	54	50	59	73	61	75	65	71
2027	63	63	81	76	91	58	57	63	74	66	76	68	72

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

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Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading											Grades 6 to 8		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	1454	2867	3367	27	2506	9	1281	3569	403	2213	8140	2570	10710
2022	46	48	74	67	87	33	28	47	71	42	70	54	66
2023	48	50	75	68	88	35	31	49	72	44	71	55	67
2024	50	52	75	69	88	37	34	51	72	46	71	57	67
2025	52	54	76	70	89	39	38	53	73	49	72	59	68
2026	56	58	78	71	91	43	44	57	75	53	74	62	70
2027	60	62	79	73	92	47	51	61	76	58	75	65	71

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

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Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

Grade 9 to 12

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	1159	2323	2511	24	1810	10	843	2838	194	1379	6324	1843	8167
2022	54	48	81	54	92	60	27	52	66	30	75	53	70
2023	56	50	82	55	93	62	30	54	67	32	76	54	71
2024	58	52	82	56	93	64	33	56	67	34	76	56	71
2025	60	54	83	57	94	66	37	58	68	37	77	58	72
2026	64	58	85	58	96	70	43	62	70	41	79	61	74
2027	68	62	86	60	97	74	50	66	71	46	80	64	75

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

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Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Science 5

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	423	927	1038	10	730	3	530	1208	123	994	2381	915	3296
2022	27	28	61	50	72	33	25	29	44	36	53	39	49
2023	30	30	62	51	73	35	28	31	45	38	54	41	50
2024	33	33	64	53	75	38	31	34	47	40	56	43	52
2025	36	37	66	55	77	41	35	38	49	43	58	46	54
2026	42	42	68	57	79	46	40	43	52	47	60	50	56
2027	48	48	71	60	82	51	47	49	56	52	63	54	59

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

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Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Science 8

Grade 8

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	513	1023	1165	15	857	5	392	1226	144	666	2932	818	3750
2022	36	41	68	73	89	40	25	39	63	36	65	46	60
2023	38	43	69	74	90	42	28	41	64	38	66	47	61
2024	41	45	69	74	90	44	31	43	64	41	66	49	61
2025	44	47	70	75	91	47	35	46	65	44	67	51	62
2026	48	51	72	77	93	51	40	50	67	48	69	54	64
2027	53	55	73	78	94	55	47	54	68	53	70	58	65

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Biology

Grade 9 to 12

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	637	1282	1339	13	921	6	540	1603	118	824	3292	1089	4381
2022	50	45	81	62	93	50	31	48	66	34	72	55	68
2023	52	47	82	63	94	52	34	50	67	37	73	57	69
2024	54	50	83	65	95	54	38	53	68	40	74	59	70
2025	57	53	84	67	96	57	42	56	70	45	75	61	71
2026	61	58	86	69	97	61	49	60	72	51	77	64	73
2027	66	63	88	72	99	66	56	65	74	58	79	68	75

HB3 Campus Goals - All Grades STAAR at Meets Standard

Plano ISD

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

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Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Social Studies 8

Grade 8

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	512	1023	1164	15	857	5	391	1225	144	666	2931	817	3748
2022	26	27	50	40	78	20	23	27	49	24	50	36	47
2023	28	29	51	42	79	23	26	29	50	27	51	38	48
2024	31	32	53	44	81	26	29	32	52	30	53	40	50
2025	35	36	55	46	83	30	33	36	54	33	55	43	52
2026	40	41	57	49	85	36	38	41	56	39	57	47	54
2027	46	47	60	53	88	43	45	47	59	45	60	51	57

DISTRICT APPENDIX

STATE MANDATES IMPLEMENTATION REFERENCE

Texas law and Board Policies mandate the following be addressed with strategies for improving student performance. To increase the LEA's ability to focus on a limited number of targeted initiatives in this improvement plan, the LEA will plan, implement, monitor and evaluate the following mandates through other procedures and practices. When requested, the LEA Person Responsible will report progress to the site-based committee.

LEA Person Responsible for update	Mandate	Reference	Location of Documentation
Executive Director for CCMR and Counseling	<p>Bullying</p> <p>Staff Prevention</p> <ul style="list-style-type: none"> ● Identify high risk areas ● Monitor high risk areas ● Follow campus rules/expectations <p>Staff Education</p> <ul style="list-style-type: none"> ● Participate in annual staff training on bullying/sexual harassment/suicide prevention/trauma informed practices/human trafficking ● Review referral process <p>Staff Intervention</p> <ul style="list-style-type: none"> ● Establish recommended intervention strategies for classroom/campus ● Implement campus referral plan ● Utilize Discipline Management strategies <p>Student Prevention</p> <ul style="list-style-type: none"> ● Clearly state student expectations/campus rules/citizenship ● Monitor high risk areas <p>Student Education</p> <ul style="list-style-type: none"> ● Explain referral process/contacts ● Anonymous Tip Line <p>Student Intervention</p> <ul style="list-style-type: none"> ● Apply classroom interventions 	TEC 11.252(a)(3)(E)	The district will follow the Student Handbook and Board Policies: FFI, FDB, FFF, FFH, FO, CQA, and FFB.

	<ul style="list-style-type: none"> ● Employ discipline interventions ● Use other intervention strategies as necessary/appropriate ● Conference with parents/students 		
Director for Counseling and CCMR	<p>Dropout Prevention</p> <ul style="list-style-type: none"> ● Ongoing student and dropout recovery efforts ● Social services, resources and support provided by Communities in Schools at Armstrong, Bowman, Carpenter, Frankford, Otto, Wilson Middle Schools; Shepton, Williams and McMillen High Schools; Plano East Senior High School, Hendrick Middle, Renner Middle, Clark High, Plano Senior High School, Vines High and Plano West Senior High School ● District-wide procedures for secondary campuses, as applicable 	TEC 11.252 BQ(Legal)	The school will follow board policy EHBC.
Coordinator Dyslexia Services	<p>Dyslexia Treatment Programs</p> <ul style="list-style-type: none"> ● Treatment and accelerated reading program 	TEC 11.252(a)(3)(B)	The school will follow Board Policy EHB, F, EHBC, and EKB.
Coordinator Federal and State Programs	<p>Migrant Plan (Title I, Part C)</p> <ul style="list-style-type: none"> ● An identification and recruitment plan ● New Generation System (NGS) ● Early Childhood Education ● Parental Involvement ● Graduation Enhancement ● Secondary Credit Exchange and Accrual ● Migrant Services Coordination ● A priority services action plan with instructional interventions based upon disaggregated migrant student data 	P.L. 107-110, Section 1415(b)	
Director for Student Family and Community Services	<p>Pregnancy Related Services</p> <ul style="list-style-type: none"> ● Identify students ● Assess needs ● Explain, offer and refer students to established 		The school will follow board policy EHBC.

	<p>district and community services</p> <ul style="list-style-type: none"> ● Provide academic, physical, social and emotional supports. ● District-wide procedures for campuses, as applicable 		
Director of Guidance and Education Services	<p>Post-Secondary Preparedness/Higher Ed Information/Career Education</p> <ul style="list-style-type: none"> ● Strategies for providing to elementary school, middle school, junior high and high school students, teachers, counselors and parents information about: <ul style="list-style-type: none"> ○ Higher education admissions and financial aid, including sources of information ○ TEXAS grant program ○ Teach for Texas grant programs ○ The need to make informed curriculum choices for beyond high school ○ Sources of information on higher education admissions and financial aid ● Career education to assist students in developing the knowledge, skills, and competencies necessary for a broad range of career opportunities 	<p>TEC 11.252(4) TEC 11.252(3)(G)</p>	<p>The school will follow Board Policies: EIC, BQ, FFEA</p>
Executive Director for CCMR and Counseling	<p>Sexual Abuse and Maltreatment of Children</p> <ul style="list-style-type: none"> ● Methods for increasing staff, student, and parent awareness of issues regarding sexual abuse, sex trafficking, and other maltreatment of children including <ul style="list-style-type: none"> ○ Prevention techniques ○ Knowledge of likely warning signs ○ Using resources ● Actions that a child who is a victim should take to obtain assistance and intervention ● Available counseling options for student affected by sexual abuse, sex trafficking, or other maltreatment ● Training concerning prevention and recognition must be provided to all new and existing 	<p>TEC 38.0041(c) TEC 11.252(9) BQ(Legal)</p>	<p>The district will follow Board Policies: DG, DH, DHB, FFG, FFH, and GRA.</p>

	<p>employees and cover the following:</p> <ul style="list-style-type: none"> ○ Factors indicating a child is at risk ○ Likely warning signs indicating a child may be a victim ○ Internal procedures for seeking assistance for a child who is at risk ○ Techniques for reducing a child's risk ○ Community organizations or other education that have researched-based programs and training ○ Documentation of training participants 		
Executive Director for CCMR and Counseling	<p>Student Welfare: Crisis Intervention Programs & Training</p> <ul style="list-style-type: none"> ● District Program(s) selected from a list provided by TDSHS in coordination with TEA and the ESCs on these topics: <ul style="list-style-type: none"> ○ Early mental health intervention ○ Mental health promotion and positive youth development ○ Substance abuse prevention ○ Substance abuse intervention ○ Suicide prevention and suicide prevention parent/ guardian notification procedures ● Training for teachers, school counselors, principals and all other appropriate personnel. 	Health and Safety Code, Ch. 161, Subchapter O-1, Sec. 161.325(f)(2) TEC 11.252(3)(B)(i) Board Policy FFB(Legal) Board Policy DMA(Legal)	The district will follow Board Policy FFB, FFBA and FNF.
Executive Director for CCMR and Counseling	<p>Student Welfare: Discipline/Conflict/Violence Management</p> <ul style="list-style-type: none"> ● Methods for addressing <ul style="list-style-type: none"> ○ Suicide prevention including parent/guardian notification procedure ○ Conflict resolution programs ○ Violence prevention and intervention programs ○ Unwanted physical or verbal aggression ○ Sexual harassment ○ Harassment and dating violence 	TEC 11.252(a)(3)(E) TEC 11.252(3)(B) TEC 11.252(3)(B) TEC 11.253(d)(8) BQ(Legal) TEC 37.001 Family Code 71.0021 TEC 37.0831	The district will follow Board Policies: FFB, FOC, FOCA, DMA and FFE

Executive Director for Special Education	Texas Behavior Support Initiative (TBSI) <ul style="list-style-type: none"> ● Instruction of students with disabilities – designed for educators who work primarily outside the area of special education 	TEC 21.451(d)(2) Board Policy DMA(Legal)	The district will follow Board Policy DMA(Legal)
Executive Director for CCMR and Counseling	Dating Violence Policy <ul style="list-style-type: none"> ● Provide a definition of dating violence that includes the intentional use of physical, sexual, verbal, or emotional abuse by a person to harm, threaten, intimidate, or control another person in a dating relationship ● Address safety planning, enforcement of protective orders, school-based alternatives to protective orders, training for teachers and administrators, counseling for affected students, and awareness of education for students and parents ● Provide a statement that dating violence is not tolerated ● Develop procedures on reporting and immediately notifying a parent if a report identifies a student as an alleged victim or perpetrator ● Establish guidelines for students who are victims. ● Make available to students age-appropriate educational materials on the dangers of dating violence and resources for students seeking help. 	TEC 11.252 TEC 37.0831 BQ(Legal)	The school will Board Policy FFH
Executive Director Instructional Technology	Technology Integration in Instructional and Administrative Programs	TEC 11.252(a)(3)(D) TEC 28.001 BQ(Legal)	
Assistant Superintendent for Employee Services	Staff Development for professional staff of a district	BQ(Legal)	