



The **BIG** Picture



Plano ISD  
Goals Report  
2009



## Introduction

The school board and superintendent of schools present this mission, belief statements, strategic plan, guiding principles and results report so that our students, parents, staff and greater community might better understand Plano ISD and the service provided to school children.

The **BIG** Picture

# Plano ISD Beliefs

We believe . . .

- Public education is the foundation of our democratic principles and is our best economic investment.
- A broadly educated citizenry is essential for democracy's success.
- Understanding and appreciating individual diversity is vital to the success of public education and community stability.
- Each person in our society is equally important and valuable.
- Every individual is responsible for his/her own actions and has an obligation to contribute positively to schools and society.



The **BIG** Picture

## Vision Statement

### The Strategic Plan

- Expresses the purpose of the organization
- Describes the future
- Is a broad statement of aspiration
- Required by Education Code 11.1511(b)(2) and AE(LEGAL).

# Vision Statement

Participating in Plano ISD schools empowers students to be able to adapt to new learning opportunities throughout their lives, collaborate with, and contribute to, the global community and to be creative and disciplined in their thinking.

The **BIG** Picture



## Guiding Principles:

- We will model and encourage cooperation and teamwork.
- We will encourage and be responsive to high community expectations for an excellent education, consistent with our mission.
- We will strive to ensure a safe, nurturing, and orderly environment conducive to learning.
- We will encourage, develop and support bold, responsible leadership by all.
- We will focus on academic and life-long learning skills.

# Plano ISD Mission

The mission of the Plano Independent School District is to provide an excellent education for all students.

The **BIG** Picture



The primary business of the school district is to foster the highest level of student learning.

Successful learning is created by developing and maximizing each individual's:

- Essential academic, creative and critical thinking skills.
- Strong appreciation of arts and cultures with emphasis on global awareness.
- Responsible citizenship and character traits of integrity and ethics.
- Mental and physical well-being with emphasis on developing communication and relational skills.

# Beliefs about excellence in education

The **BIG** Picture



Successful learning is best achieved through collaborative partnerships with parents, families, positive adult and student role models and all sectors of the broader community.

- Continuous conversation to strengthen relationships, establish trust and unity to better serve children and youth.
- Strong partnerships and collective accountability including shared vision, cooperative effort and responsible action among families, students, staff and the community.

# Beliefs about excellence in education

The **BIG** Picture



Ensuring high levels of student learning requires constant capacity development of the entire school system. Such capacity development includes:

- Attracting, training and retaining a highly qualified staff that is reflective of our student population.
- Achieving constant innovation to improve organizational structures and processes.
- Implementing technology tools to create personalized learning and effective and efficient system management.
- Developing strong leadership to promote and challenge the district to accomplish its mission.

Beliefs  
about  
excellence  
in education

The **BIG** Picture





- Understanding the demographics of the student population and adequately supporting their needs through the education of families.
- Improving and expanding our school infrastructures to accommodate our large number of students.
- Continuous improvement of both student and system performance is essential and must be shaped through data-informed decision-making.
- Continuous improvement means the use of relevant and readily available data to improve learning and organizational effectiveness.
- Measuring the growth of student achievement, including higher order thinking and problem-solving skills, is accomplished using multiple measures.

# Beliefs about excellence in education

The **BIG** Picture





## Strategic Goals

### Capacity Development

We will provide professional development for all employees to continually develop their professional and interpersonal skills to maximize student learning.

We will work to acquire and manage appropriate resources to maximize student learning.

All programs, support services and facilities will be continually evaluated to promote successful student learning.

### Community Connectedness

We will proactively inform and engage our community to promote social responsibility, understanding, involvement and support of education to ensure student success.

The **BIG** Picture

# Strategic Goals

## Data-Informed Decision-Making

We will analyze and use relevant data to improve student achievement and district operations.

## Student Learning

We will provide an innovative curriculum with instructional programs and services that develop each student's potential to graduate prepared for post secondary experiences and the challenges of a global society.



The **BIG** Picture

# Plano ISD Goals 2008 - 2009



Ensure Continuous Improvement in Student Learning

Ensure that Plano ISD Efficiently Uses Its Financial Resources/Budgeting

## Expand Organizational Effectiveness

### *Achievement*

- Expand AVID to seven additional secondary campuses.
- Implement the parent portal module of myPISD.net. <sup>1</sup>
- Develop instructional and building plan for the new high school and identify areas of refinement for existing high schools. <sup>2</sup>
- Ensure effective transition of Plano ISD Education Foundation staff while maintaining highest level of foundation performance.
- Continue to review the district's special events and recognition programs for effectiveness, appeal and service to audiences.
- Efficiently coordinate the district's elections in compliance with all mandated standards and in conjunction with joining parties as appropriate.

Capacity Development



## Expand Organizational Effectiveness – Continued *Achievement*

- Continue the development of iLEAD Academy for principals, and begin implementation with the roll-out of three modules addressing curriculum, HR information/process and instructional leadership.
- Implement pilot, through iLEAD Academy, McRel's Power Walkthroughs of the 9 research-based instructional strategies at 14 campuses to increase principals' instructional leadership knowledge and skills while strengthening teacher effectiveness.
- Continue monitoring the elementary professional learning model of early release days while seeking, investigating and collecting information on alternative models of delivery during the 2008-2009 school year. <sup>3</sup>
- Continue to implement the 5/7 schedule for professional development at all remaining high schools and all senior high schools.
- Employee Child Care Program enrollment sustained at capacity spring '09. Staffing is complete with stable roster. Texas Childcare License to operate awarded in December.

Capacity Development 

## Expand Organizational Effectiveness – Continued

### *Momentum*

- Design and implement professional learning activities that move from a workshop-driven model of delivery to a job-embedded model.
- Continue replacing and upgrading the district's software applications with open source and Web-based solutions where appropriate, including large systems such as the district-wide library circulation system.
- Coordinate the development and/or revision of local policies, receipts of legal revisions and maintain the district's policy manual.
- Initiate a diversity training program for district staff to assist them in gaining a better understanding of other people's ethnic, religious and other diverse backgrounds. <sup>4</sup>

Capacity Development 

## Expand Organizational Effectiveness - Continued *Momentum*

- Increase initiatives and implement additional avenues for production of revenue through district athletic events: marketing, advertising and use of athletic facilities.
- Study the possibility of developing a program to financially support and encourage Plano ISD students to enter the teaching profession and return to teach in Plano ISD. <sup>5</sup>
- Initiate a district Professional Development Committee to increase the communication and coordination of staff training across departments and the district.
- Monitor campus staffing ratios to determine effectiveness, financial impact and comparability with peer districts. <sup>6</sup>



Capacity Development 



## Develop a Strong Community - *Achievement*

- Initiate the use of survey tools through the use of technology to engage in the exchange of information with internal and external communities.
- Effectively communicate the implementation of the 2008 bond program. <sup>7</sup>
- Develop two long-range, public-private district improvement initiatives in conjunction with district leadership with multi-year augmented private support over next four years.



Community Connectedness



## Develop a Strong Community - *Momentum*

- Research additional forms of communication as an outreach to the community better utilizing technology and the district's Web site. <sup>8</sup>
- Continue to communicate the successes and news of the district to internal and external audiences while seeking tools to best manage information. <sup>9</sup>
- Continue use of survey tools via the use of technology to gauge internal/external perceptions.
- Maintain momentum and growth of the Plano ISD Education Foundation, meeting the goal representing a minimum of 4% revenue increase in 2009-2010. <sup>10</sup>



Community Connectedness 

## Use Variety of Data Effectively

### *Achievement*

- Provide growth curve modeling to all principals and teachers through the performance management portal. <sup>11</sup>
- Initiate a strategy for the use of bond funds authorized and issued in 2008-09. <sup>12</sup>
- Pursue legislative relief for inflationary factors that affect the District financially.
- Target across the board budgetary savings for the 2009-10 budget.
- Implement GASB 45 dealing with post employment benefits.
- Be in compliance with new 403(b) standards for third-party administrator.

Data-Informed Decision Making 

## Use Variety of Data Effectively - Continued *Achievement*

- Implement DATE Grant from both an accountability and operational standpoint. **13**
- Implement the final phase of an automated process for free and reduced meal applications.
- The district will look at options related to employee health care, including moving to TRS Active Care or maintaining the district's self-funded program.



Data-Informed Decision Making 

## Use Variety of Data Effectively - Continued *Momentum*

- Continue development on the performance management portal to include department-specific information. <sup>14</sup>
- Continue efforts to reduce the district's annual electric consumption by five percent by using cost per square foot as the measure. <sup>15</sup>
- Expand training opportunities for campus staff in campus financial accounting. <sup>16</sup>
- Implement the financial module of TEAMS.
- Transition some payroll functions from CIMS data processing system to TEAMS.

Data-Informed Decision Making 

## Ensure Learning for All Students

### *Momentum*

- Continue the implementation of Response to Intervention, based on the delivery of effective reading, mathematics and behavior programs, that will result in improved student performance and fewer children requiring special education services. <sup>17</sup>
- Continue to research, study and implement best practices in instructional strategies.
- Continue to develop and implement the grades K-4 mathematics program changes focusing on increased student achievement and support for the grades 5-8 mathematics initiative. <sup>18</sup>
- Continue to develop and support differentiation strategies and resources.
- Examine secondary grading practices in support of better instruction.



Student Learning



## Ensure Learning for All Students - Continued *Momentum*

- Continue to develop, improve and maintain a guaranteed and viable curriculum that meets the needs of diverse learners.
- Develop a student-directed goal setting process for learning, measured by the MAP assessments. <sup>19</sup>
- Continue district participation in the District Awards for Teacher Excellence program (D.A.T.E.) for the 2009-2010 school year.
- Expand the Student and Family Services Department initiatives aimed at prevention of and intervention in bullying behaviors exhibited by students.



Student Learning 



# The **BIG** Picture



Plano Independent School District  
2700 West 15<sup>th</sup> Street  
Plano, Texas 75075  
[www.pisd.edu](http://www.pisd.edu)