



2009/10 Goals Report | *Leading By Example*

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Introduction | *Leading By Example*

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 services provided to school children.



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Plano ISD Beliefs | *Leading By Example*

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.

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Vision Statement

The Strategic Plan

- Expresses the purpose of the organization.
- Describes the future.
- Is a broad statement of aspiration.
- Is 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.

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 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



Beliefs about excellence in education

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

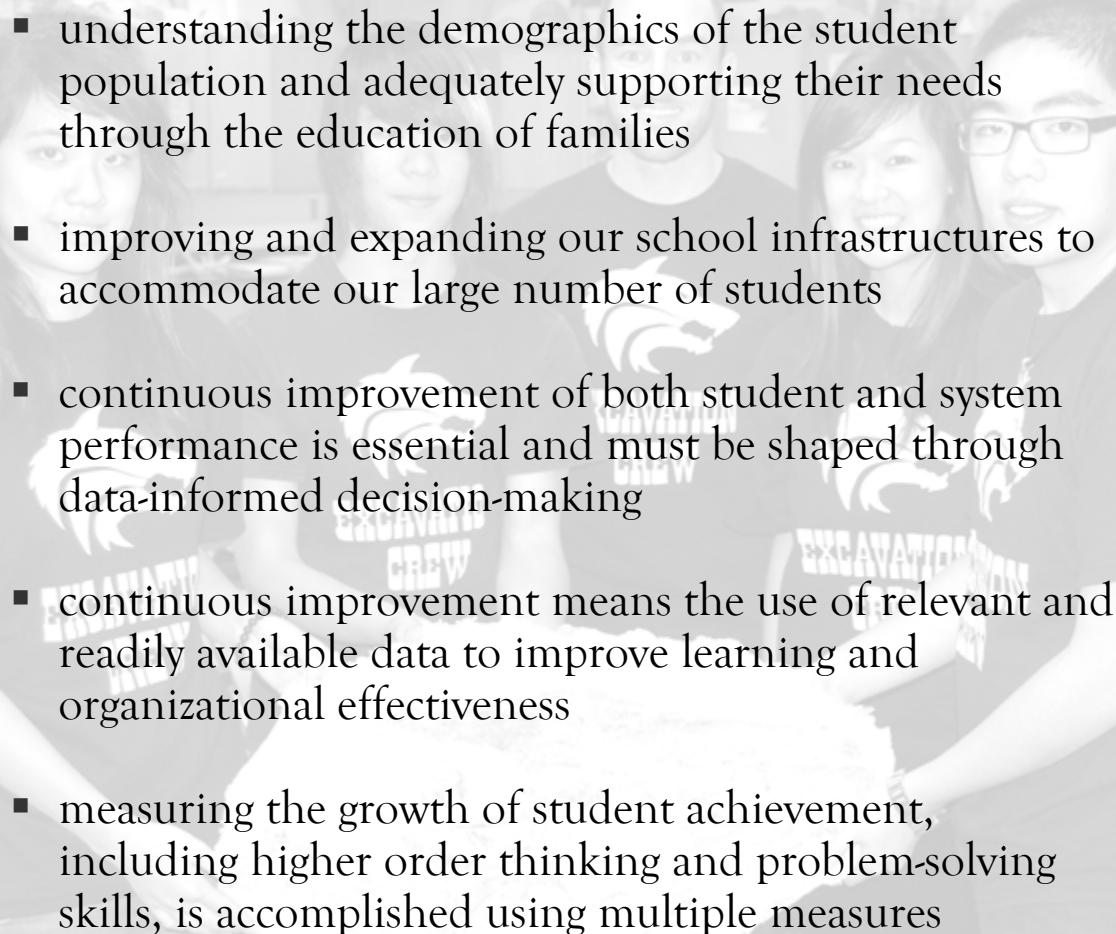




Ensuring high levels of student learning requires constant capacity development of the entire school system. Such capacity development includes:

- 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

- 
- 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

Strategic Goals

Capacity Development

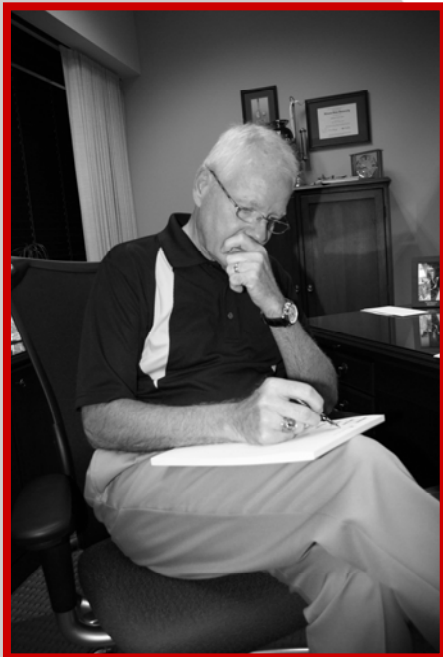
We will provide professional development for all employees to continually develop their professional and interpersonal skills to maximize student learning.

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.



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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.



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Ensure Continuous Improvement in Student Learning

Ensure that Plano ISD Efficiently Uses Its Financial Resources/Budgeting

Achievement

- Coordinate the development and/or revision of local policies, receipt 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. ¹
- Implement State Textbook Ordering System. ²



Achievement Continued . . .

- Monitor campus staffing ratios to determine effectiveness, financial impact and comparability with peer districts. ³
- 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. ⁴
- Successful transition to TRS-ActiveCare for employee health insurance. ⁵



Momentum

- Design and implement professional learning activities that move from a workshop-driven model of delivery to a job-embedded model.
- Study alternatives to provide additional professional learning opportunities to teachers.
- 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.



Momentum Continued . . .

- Implement a pilot program utilizing the concept of instructional rounds in education as a network approach to develop a shared practice of observing, discussing and analyzing learning and teaching.
- Consider new program offerings and delivery models at Williams High School for the 2011-12 school year.
- Initiate a district Professional Development Committee to increase the communication and coordination of staff training across departments and the district.



Momentum Continued . . .

- Target all iLEAD training and professional development for 2009-2010 and 2010-2011 on "instructional leadership" through use of McREL's Power Walkthrough.
- Implement TEAMS online PASAR registration.
- Document time lines and estimated costs for each Plano ISD event assigned to Communications Department. ⁶



Momentum Continued . . .

- Reach existing and new audiences using multi-platforms of communication tools to publicize key messages about the district using a candid and informative style to produce timely responses. ⁷
- Determine the benefit and cost effectiveness of an in-house legal counsel.
- Increase initiatives and implement additional avenues for production of revenue through district athletic events: marketing, advertising and use of athletic facilities.



Achievement

- Implement a new Special Education Web-based IEP system to improve individualization of program and access to data. ⁸
- Expand training opportunities for campus staff in campus financial accounting. ⁹



Momentum

- Analyze and monitor individual student achievement growth and use the Plano Effect Score (PES) for school and district improvement.
- Continue development on the performance management portal to include department-specific information. ¹⁰
- Continue efforts to reduce the district's annual electric consumption by five percent by using cost per square foot as the measure. ¹¹



Momentum Continued . . .

- Implement TEAMS Time and Attendance for Food and Nutritional Services Department.
- Implement the financial module of TEAMS.
- Transition some payroll functions from CIMS data processing system to TEAMS.
- Implement Year One of Stimulus Funds. ¹²



Achievement

- Continue to communicate the successes and news of the district to internal and external audiences while seeking tools to best manage information. ¹³
- Continue use of survey tools via the use of technology to gauge internal/external perceptions. ¹⁴
- Develop a comprehensive marketing and awareness plan for the Plano ISD Education Foundation to increase visibility in the community. This plan will be designed around the foundation's strategic planning outcome. ¹⁵



Community Connectedness | *Leading By Example*

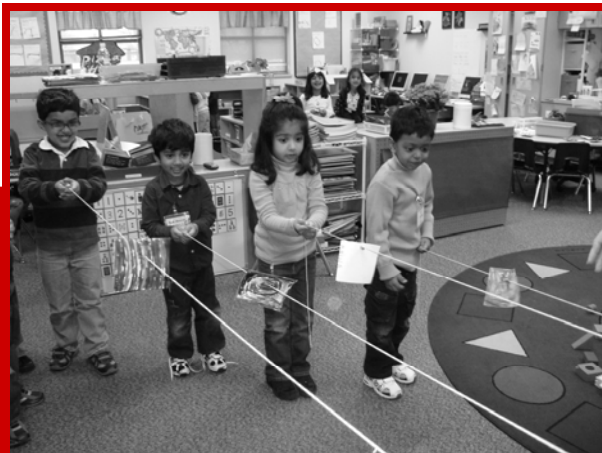
Momentum

- Research additional forms of communication as an outreach to the community better utilizing technology and the district's Web site. ¹⁶
- Improve use of TV Studio and increase the number and quality of Webcast videos including Plano ISD Board of Trustees' meetings. ¹⁷
- Evaluate the effectiveness of the Summer Feeding Program that is now operated by Plano ISD. ¹⁸



Achievement

- Implement new accountability bill (HB 3) requirements. ¹⁹
- Study multilingual (ESL and bilingual) staffing and instructional programming. ²⁰
- 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.
- Implement wireless network infrastructure upgrade.



Achievement Continued . . .

- 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. ²¹
- Implement AVID program for Jasper High School, Robinson, Schimelpfenig and Rice Middle Schools.
- Continue district participation in the District Awards for Teacher Excellence program (D.A.T.E.) for the 2009-10 school year. ²²
- Implementation of myPISD.net by all teachers will be completed by the beginning of the second semester.



Momentum

- Participate fully in the Texas Virtual School Network (HB 3646).
- Continue to research, study and implement best practices in instructional strategies.
- Continue to develop and support differentiation strategies and resources. ²³
- Continue to develop, improve and maintain a guaranteed and viable curriculum that meets the needs of diverse learners. ²⁴
- Develop a student-directed goal setting process for learning, measured by the MAP assessments. ²⁵



Momentum Continued . . .

- Develop and implement secondary core courses and transition courses for Special Education students.
- Examine secondary grading practices in support of better instruction.
- Expand the Student and Family Services Department initiatives aimed at prevention of and intervention in bullying behaviors exhibited by students.²⁶
- Incorporate Web-based productivity tools into the myPISD portal.





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Plano Independent School District
2700 West 15th Street
Plano, Texas 75075
www.pisd.edu