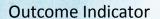
Continuous Improvement Cycle

Reflection and Results

Data Informed (qualitative & quantitative)



Connected to data
- identified need
-S.M.A.R.T.
-Student and staff performance

- Campus Improvement Plan
- Individual Goal Setting



Best Practice (Effective)
Connected to data –

Connected to data – Identified need



Specific Work Plans

Operationalize performance objectives
In-process monitor and measures
Drives action
Implementation timelines and responsibilities

Program/Practice Self-Analysis

Connected to data-identified need
Strengths
Areas for growth

Small

Number of Action-Oriented Staff Performance

Objectives

Programmatic efforts
Delivery models/practices

Peter Drucker –

"Culture Eats Strategy for Breakfast."

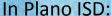
Martin Luther King Jr. –

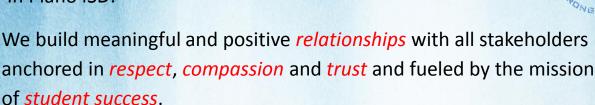
"Cowardice asks the question, is it safe?
Expediency asks the question, is it politic?
Vanity asks the question, is it popular?
But, conscience asks the question, is it right?"

Swedish proverb-

"God gives every bird his worm, but he does not throw it into the nest."

Plano ISD Operational Beliefs





We make intentional *collaboration* and teamwork the cornerstone of our organizational culture.

We value and utilize multiple sources of data to provide purposeful *feedback* to students and to improve instructional design and delivery.

We embrace high expectations and *mutual accountability* for staff and students supported by an unwavering *belief in student potential*.

We will be a dynamic *learning organization* committed to *continual reflection* and innovation with a focus on improving the programs and practices that serve our students.

We cultivate strong, *shared leadership* throughout our organization providing universal responsibility for a *high-performing culture*.

We have a zero tolerance for destructive negativism.

We constantly connect people to the *nobility* of our mission.

District Initiatives

- Build, support and value an innovative, learning and mission-driven organizational culture
- Close opportunity and achievement gaps through pervasive LEARNER* -focused support

