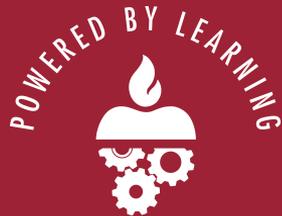


# Plano ISD District-Based Improvement Committee

Monday, May 12, 2025



# Welcome



# Agenda

- Staff Development Waiver and Plan
- DIP Summative Review
- Accountability Update
- Community-Based Accountability System
- 2025-26 District Priorities
- DBIC Acknowledgements

# Staff Development Waiver and Plan

Craig McKinney



# Staff Development Waiver

- TEA allows districts to apply for a state waiver allowing for Professional Development days throughout the school year.
- This Expedited State Waiver request consists of 2,100 minutes for Professional Development, which is the maximum allowed for this purpose.
- A waiver will be submitted for 2,100 minutes, the equivalent of five school days.

# 5 Days of Professional Learning

How do we meet this?

**District-led Professional Learning Days: ~ 6.5 hrs/day**

- October 16, 2025
- February 16, 2025
- March 23, 2025

**Trade Days: 15 PL hours completed outside of the school day**

- November 24, 2025
- November 25, 2025

# DIP Summative Review

Laurie Taylor



# DIP Priority 1 (Teaching and Learning)

*Develop and deliver systems for learning that articulate expectations and provide support for all staff, campus administrators and district office leaders to ensure engaging, high levels of learning for all students*

**Goal 1:** In alignment with state and federal accountability, by the end of the 2024-2025 school year, we will improve systems for teacher and principal effectiveness to increase individual student performance as measured by the subsequent performance targets in MAP, PSAT, and SAT.

# Update on Strategies 2, 3, 4 (February)

- Strategy 2: Revise curriculum documents and develop common formative assessments that focus on the district-identified high priority knowledge and skills. **100% complete**
- Strategy 3: Develop a comprehensive coaching deployment and professional learning plan to support identified teachers in improving instruction focused on HPKS(high priority knowledge & skills). **75% complete**
- Strategy 4: Develop a [video library](#) of professional learning modules that can be used by teachers and teams to increase their instructional capacity. **80% complete**



# Strategy 1

Implement a revised all-District and District Support Team (DST) system that sets clear expectations and accountability for using data to identify high priority knowledge and skills by campus, grade level, and subject and to provide more intentional support to improve teacher and principal efficacy to support high levels of learning. **70% complete**



# Strategy 5

Clarify and communicate expectations, and provide coaching and professional learning, for delivering and monitoring Tier 2 instruction at the Middle School level.

***80% complete***

# Academic Intervention and Tiered Instruction (March 2025)



I am able to explain the differences between Tier 1, Tier 2, and Tier 3 intervention.



I can select and analyze appropriate data to monitor student progress and make informed decisions about intervention.



I can develop an intervention action plan with my PLC.

# HPKS ToolKits for Teachers

[HPKS Toolkit // ELAR](#)

[HPKS Toolkit // Math](#)

[HPKS Toolkit // Social Studies](#)

[HPKS Toolkit // Science](#)

# Accountability Update

Antoine Spencer



# A-F is a tool to help meet continuously improved goals for students

## According to state law, the purpose of A-F accountability is:

- To continuously improve student performance
- Eliminating achievement gaps based on race, ethnicity, and socioeconomic status
- To ensure Texas is a national leader in preparing students for postsecondary success

Improve Student  
Performance



Eliminate  
Achievement Gaps



Prepare Students for  
Postsecondary Success



# Other Data Points to Inform Achievement

- MAP
- CogAT
- District Assessments
- Semester Exams
- PSAT/SAT Assessments
- AP Exams

*It is important to reference multiple measures of data to best inform academic progress and the effectiveness of continuous improvement efforts.*

# Considerations

- 2022 ratings and 2023 ratings use different methodologies
- New test - STAAR Redesign
- A-F Refresh:
  - 2022-23 ratings will be based on a different set of rules than previous A-F ratings
  - 2022 and 2023 ratings cannot be compared side by side
  - It is highly possible a campus with an A rating in 2022 may improve in 2023 and yet receive a B rating

*It is not a simple apples to apples comparison.*

# Elementary Summary

<b>Rating</b>	<b>2022</b>	<b>2023</b>
<b>A</b>	24	18
<b>B</b>	15	16
<b>C</b>	4	8
<b>D</b>	1	2

# Middle School Summary

<b>Rating</b>	<b>2022</b>	<b>2023</b>
<b>A</b>	6	6
<b>B</b>	5	5
<b>C</b>	2	0
<b>D</b>	0	2

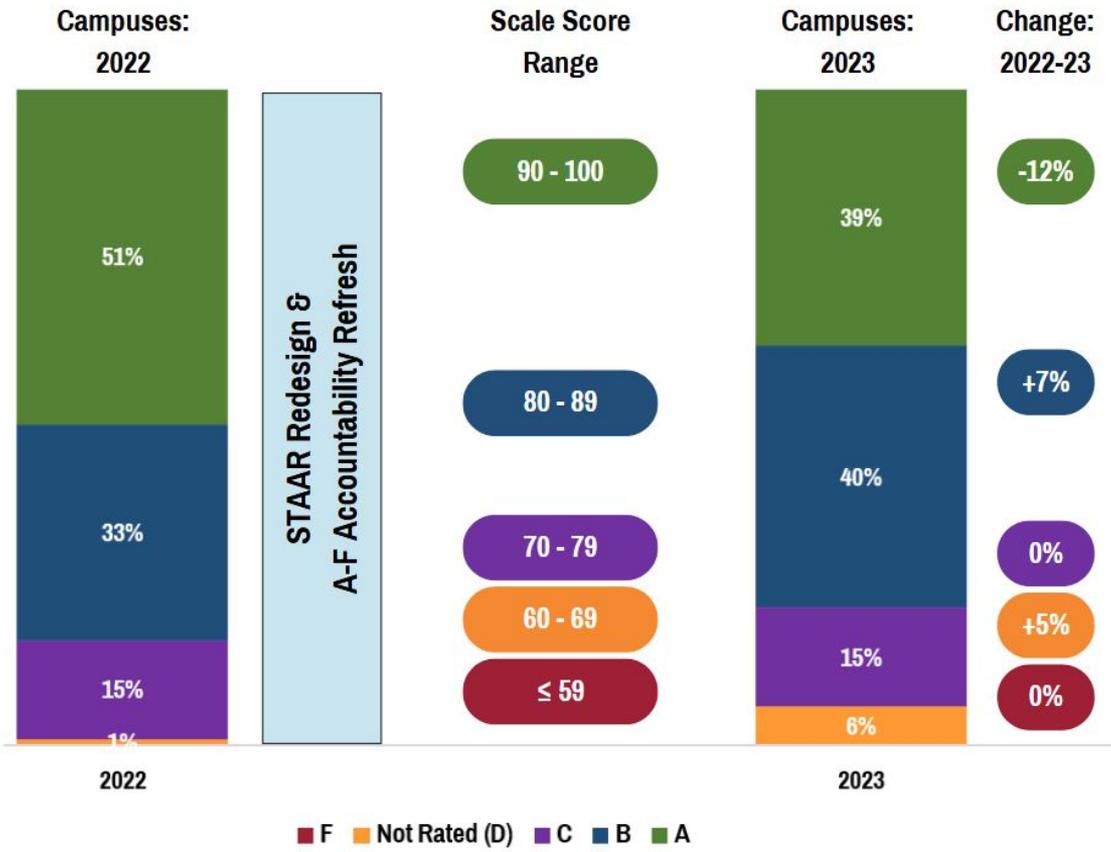
# High School Summary

<b>Rating</b>	<b>2022</b>	<b>2023</b>
<b>A</b>	1	1
<b>B</b>	1	4
<b>C</b>	4	1

# Senior High Summary

<b>Rating</b>	<b>2022</b>	<b>2023</b>
<b>A</b>	3	1
<b>B</b>	1	2
<b>C</b>	0	1

# Plano ISD Accountability Rating Summary, 2022 - 2023



# Summary

*Due to the refresh, 2023 A-F ratings will be different. It is possible that a campus may improve their performance but receive a lower accountability rating.*

*It is important for the District and the community to understand that the updated standards are intended to drive continuous improvement efforts.*

*Additionally, by updating standards less frequently, larger changes happen when the updates occur. As the accountability methodology is different for the 2023 A-F Refresh, the 2022 and 2023 ratings should not be compared side by side.*

*For more info on ratings - <https://txschools.gov/>*

# Campus Improvement

*Campus Improvement Plan - aligned with district priorities and continuous improvement*

*District Support Team (DST) - meets weekly to collaborate, plan and implement school improvement initiatives*

- *Select Campuses*
- *Data Review*
- *Goal Setting*
- *Campus Walkthroughs*
- *Professional Learning*
- *Instructional Coaching*

# Community-Based Accountability System

Lisa Wilson



# 2025-26 District Priorities



# The Five Strategic Plan Pillars



**TEACHING &  
LEARNING**



**LIFE  
READY**



**TALENT ACQUISITION,  
SUPPORT & GROWTH**



**SAFETY, WELLNESS &  
COMMUNITY ENGAGEMENT**



**PARTNERSHIPS & STRATEGIC  
RESOURCE MANAGEMENT**



# Strategic Plan Priorities Protocol

*DBIC insight is critical in shaping what the district prioritizes*

*Each table is assigned one of the pillars*

*Protocol is designed to help you find common themes*

*Develop five high-level priorities to inform district work in your assigned pillar*

*Advisory role of DBIC*

# Norms

*Everyone has a voice*

*Contribute constructively and consistently*

*All ideas are welcomed and respectfully considered*

*Consensus is the goal*

# Step 1 - Individual Brainstorming

*What are the most important things our district must prioritize under this pillar over the next year(s)?*

- *Each person writes 3-5 ideas on sticky notes or notecards (one idea per note)*
- *Focus on broad strategies or desired outcomes, not specific tasks*

**04:00**

# Step 2 - Share and Cluster

- *Go around the table and share individual ideas*
- *As ideas are shared, group similar ones into clusters or themes*
- *Look for patterns, overlaps, or common phrases*
- *Set aside outlier ideas - focus on common ground*

06:00

# Step 3 - Synthesize Ideas Into Five Priorities

- *As a group, review the clusters*
- *Agree on the five most important and broad priorities*
- *Write each priority as a clear, concise statement on chart paper*
- *Use district-level language and future-focused thinking*

**08:00**

# Strategic Plan Priorities Protocol

*Thank you!*

# DBIC Acknowledgments



# Thank you!

