

Plano Independent School District

Plano Senior High School

2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

We are in the practice of cultivating exceptional learners, capable of succeeding in rapidly changing world.

Vision

The purpose of the Wildcat learning community is to inspire hope in our students and to develop the skills they need to realize their dreams.

Value Statement

We believe all students matter and each should have the best possible environment to learn and develop. Each student must have meaningful choice and opportunity to develop purpose and passion. Education has the power to change lives and open doors. Education is the foundation upon which hopes are made and realized. We should continually examine ourselves and be willing to modify our programming, practices, and supports to better meet the needs of each student.

Active students are more likely to develop purpose, passion, and autonomy as learners. Teachers should facilitate learning through rich context and dynamic learning experiences. Teachers should actively share and learn from each other to better understand and meet the changing needs of students.

Plano Senior High School must be an active and welcoming community that understands and connects with the journey of each of our students. Each student must have some meaningful connection to our school. We must envision and grow experiences and supports that develop social emotional health as well as academic growth.

Meaningful learning is occurring in many ways at Plano Senior High School and is not just confined to classrooms and courses for credit. Even though specific credits are required for graduation, student voice and choice are important elements that lead to purpose and passion. Often times sports, fine and performing arts, clubs, organizations, and other activities provide the richest context for growth and personal development as a learner.

Plano Senior High School has a long and rich tradition of excellence in all areas. We should continue to examine and expand our offerings to better meet the changing needs of our students. Furthermore, we should balance our emphasis on content knowledge with an overt focus on universal, life-long skills and dispositions that transcend specific content. The skills and dispositions include empathy, persistence, flexibility, curiosity, questioning, creativity, risk-taking, effective communication, and pride in quality work. The skills and dispositions allow us to better apply and transfer our cumulative knowledge to new situations.

The single greatest impact in a classroom on a student's life is the teacher. A teacher's expectations can change the trajectory of a student's life. As a learning community, Plano Senior High School values and supports its staff members knowing full well the impact each has on the lives of our students.

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Goals

Goal 1: Pillar 1 - Teaching and Learning - All Plano ISD students will be challenged to make appropriate individual growth through high quality programming and instruction that is relevant, engaging and differentiated to meet students' learning needs.

1.1 Strategic Plan - Improve, align and remove barriers for academic programs to ensure they are accessible to and differentiated for all students to achieve high levels of learning.

1.2 Strategic Plan - 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.

1.3 Strategic Plan - Design and implement a program evaluation model and calendar that provides data for program improvement on an annual basis.

1.4 Strategic Plan - Design student experiences to increase student agency and engagement in and out of the classroom.

1.7 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 ELAR from 2022 baseline to 2024.

1.8 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 baseline to 2024.





1.9 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 baseline to 2024.

1.10 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 from 2022 baseline to 2024.

Performance Objective 1: 9-12 READING LANGUAGE ARTS

The percent of students that score Meets grade level or above on STAAR English I and II will increase from 14% in 2022 to 15% by June 2024. The Special Education student group performance will increase from 0% in 2022 to 6% by June 2024. The Economically Disadvantaged student group performance will increase from 16% in 2022 to 20% by 2024.

Evaluation Data Sources: 2024 STAAR EOC English I & II

Strategy 1 Details	Reviews		
Strategy 1: Implement tutorial protocols as outlined by house bill 1416. Strategy's Expected Result/Impact: Increased growth as measured on EOC. Staff Responsible for Monitoring: Associate Principal, Data Coordinator	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Continue PLC growth through quarterly training of teachers to analyze data on class assignments routinely through collaborative team meetings throughout the year to inform lesson planning. Strategy's Expected Result/Impact: Improved performance on EOC's. Staff Responsible for Monitoring: Department heads, team leaders	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

Goal 1: Pillar 1 - Teaching and Learning - All Plano ISD students will be challenged to make appropriate individual growth through high quality programming and instruction that is relevant, engaging and differentiated to meet students' learning needs.

1.1 Strategic Plan - Improve, align and remove barriers for academic programs to ensure they are accessible to and differentiated for all students to achieve high levels of learning.

1.2 Strategic Plan - 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.

1.3 Strategic Plan - Design and implement a program evaluation model and calendar that provides data for program improvement on an annual basis.

1.4 Strategic Plan - Design student experiences to increase student agency and engagement in and out of the classroom.

1.7 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 ELAR from 2022 baseline to 2024.

1.8 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 baseline to 2024.

1.9 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 baseline to 2024.





1.10 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 from 2022 baseline to 2024.

Performance Objective 2: 9-12 MATHEMATICS

The percent of students that score Meets grade level or above on the Algebra I EOC will increase from 8% in 2022 to 11% by June 2024. The Special Education student group performance will increase from 0% in 2022 to 6% by June 2024. The Economically Disadvantaged student group performance will increase from 10% in 2022 to 15% by 2024.

Evaluation Data Sources: 2024 STAAR/EOC Algebra I

Strategy 1 Details	Reviews		
Strategy 1: Implement tutorial protocols as outlined by house bill 1416. Strategy's Expected Result/Impact: Increased growth as measured on EOC. Staff Responsible for Monitoring: Associate Principal, Data Coordinator	Formative		Summative
	Nov	Feb	June

Strategy 2 Details	Reviews		
<p>Strategy 2: Continue PLC growth through quarterly training of teachers to analyze data on class assignments routinely through collaborative team meetings throughout the year to inform lesson planning.</p> <p>Strategy's Expected Result/Impact: Increased growth as measured on EOC.</p> <p>Staff Responsible for Monitoring: Department heads, team leaders</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 1: Pillar 1 - Teaching and Learning - All Plano ISD students will be challenged to make appropriate individual growth through high quality programming and instruction that is relevant, engaging and differentiated to meet students' learning needs.

1.1 Strategic Plan - Improve, align and remove barriers for academic programs to ensure they are accessible to and differentiated for all students to achieve high levels of learning.

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1.10 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 from 2022 baseline to 2024.

Performance Objective 3: 9-12 SCIENCE

The percent of students that score Meets grade level or above on STAAR/EOC Biology I will increase from 23% in 2022 to 25% by June 2024. The Economically Disadvantaged student group performance will increase from 0% in 2022 to 5% by 2024.

Evaluation Data Sources: 2024 STAAR/EOC Biology

Strategy 1 Details	Reviews		
Strategy 1: Implement tutorial protocols as outlined by house bill 1416. Strategy's Expected Result/Impact: Increased growth as measured on EOC. Staff Responsible for Monitoring: Associate Principal, Data Coordinator	Formative		Summative
	Nov	Feb	June

Strategy 2 Details	Reviews		
<p>Strategy 2: Continue PLC growth through quarterly training of teachers to analyze data on class assignments routinely through collaborative team meetings throughout the year to inform lesson planning.</p> <p>Strategy's Expected Result/Impact: Increased growth as measured on EOC.</p> <p>Staff Responsible for Monitoring: Department heads, team leaders</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Goal 2: Pillar 2 - Life Ready - All Plano ISD students will have access to programs and experiences that will build a future-ready workforce and successfully bridge students to their chosen pathways.

Strategic Plan - 2.1 Design, build and implement programs that provide expanded pathways for students to high-wage, high-demand careers that span a variety of interests.

Strategic Plan - 2.2 Provide improved marketing, communications and advising for students and families related to pathways for the future.

Strategic Plan - 2.3 Increase access and opportunities for students to achieve CCMR readiness status (Pre-K through 12th grade system).

DIP - 2.4 Plano ISD will reach and maintain the long term four-year graduation rate for All Students and all student groups at 98.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a four-year graduation rate of 92.7% or higher for all students.

DIP - 2.5 Plano ISD will reach and maintain the long term CCMR rate for All Students at 93.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a CCMR rate of 88% or higher for the all student group.

Performance Objective 1: PSHS will reach and maintain the long term four-year graduation rate for All Students and all student groups at 98.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a four-year graduation rate of 92.7% or higher for all students.

Evaluation Data Sources: PSHS will increase the four-year graduation rate for all students from 93.2% for the class of 2021 to 94.2% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSHS will increase the four-year graduation rate for African American students from 86.1% for the class of 2021 to 90.2% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSHS will increase the four-year graduation rate for Hispanic students from 90.0% for the class of 2021 to 91.4% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSHS will increase the four-year graduation rate for White students from 95.9% to 96.9% or higher for the class of 2024-2027 with the long term goal to be at 98%.





PSHS will increase the four-year graduation rate for Asian students from 96.8% for the class of 2021 to 97.1% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSHS will increase the four-year graduation rate for Two or More Races students from 90.9% for the class of 2021 to 93.2% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSHS will increase the four-year graduation rate for Economically Disadvantaged students from 89.6% for the class of 2021 to 90.5% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSHS will increase the four-year graduation rate for Emergent Bilingual students (current and monitored) from 79.5% for the class of 2021 to 86% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PSSH will increase the four-year graduation rate for current Special Education students from 77.3% for the class of 2021 to 85.8% or higher for the class of 2024-2027 with the long term goal to be at 98%.

Strategy 1 Details	Reviews		
Strategy 1: Build schoolwide connection through increase SEL strategies including The First Three Days of School and Administrator Expectation Talks Strategy's Expected Result/Impact: Improve attendance and graduation rates Staff Responsible for Monitoring: Student Center Assistant Principals	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Pillar 2 - Life Ready - All Plano ISD students will have access to programs and experiences that will build a future-ready workforce and successfully bridge students to their chosen pathways.

Strategic Plan - 2.1 Design, build and implement programs that provide expanded pathways for students to high-wage, high-demand careers that span a variety of interests.

Strategic Plan - 2.2 Provide improved marketing, communications and advising for students and families related to pathways for the future.





Strategic Plan - 2.3 Increase access and opportunities for students to achieve CCMR readiness status (Pre-K through 12th grade system).

DIP - 2.4 Plano ISD will reach and maintain the long term four-year graduation rate for All Students and all student groups at 98.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a four-year graduation rate of 92.7% or higher for all students.

DIP - 2.5 Plano ISD will reach and maintain the long term CCMR rate for All Students at 93.0% or higher by 2037-38 school year. The interim goal is to reach and maintain a CCMR rate of 88% or higher for the all student group.

Performance Objective 2: SAT (11th Grade)

The percentage of 11th grade students who meet the CCR Standard on SAT Math will increase from xx% in 2023 to 56% by 2024. The percentage of 11th grade students who meet the CCR Standard on SAT Evidence-Based Reading and Writing will increase from xx% in 2023 to 71% by 2024.

Strategy 1 Details	Reviews		
Strategy 1: Meet with each senior student during the fall semester to plan how students will obtain their CCMR point (college prep course, SAT, TSIA, etc.) Strategy's Expected Result/Impact: Enroll students in course work that would satisfy the CCMR requirement Staff Responsible for Monitoring: Associate Principal for Curriculum, Counselor	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 3: Pillar 3 - Talent Acquisition, Support, and Growth - The care, development and support of our Plano ISD staff are the foundation of our ability to recruit, hire and retain the necessary talent to provide a caring, nurturing yet rigorous environment for all students.

Strategic Plan - 3.1 Implement a talent recruitment, development and retention plan to ensure a highly qualified staff member in every position.

Strategic Plan - 3.2 Design and deliver a multi-pronged, aligned Professional Learning plan for onboarding and continuous growth to increase student engagement, achievement and growth.

Strategic Plan - 3.3 Design and implement systems and opportunities to strengthen the Plano ISD Leadership Pipeline for all levels of the organization.

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





Strategic Plan - 4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.

Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 1: The all student and individual student group attendance rates will be maintained at 92% or higher.

Strategy 1 Details	Reviews		
Strategy 1: Build schoolwide connection through increase SEL strategies including The First Three Days of School and Administrator Expectation Talks Strategy's Expected Result/Impact: Improved attendance Staff Responsible for Monitoring: Student Center Assistant Principals	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Allocated resources to hire an attendance clerk Strategy's Expected Result/Impact: Improved attendance Staff Responsible for Monitoring: Student Center Assistant Principals	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





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Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 2: The district and campuses will incorporate behavior management strategies to reduce the number of discipline placements and maintain a disproportionality risk ratio of 2.0 or lower in each student group.

Strategy 1 Details	Reviews		
Strategy 1: Systemizing review of discipline data and norming of interventions Strategy's Expected Result/Impact: Reduced number of disciplinary incidences Staff Responsible for Monitoring: Assistant Principals	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  0% No Progress  100% Accomplished  Continue/Modify  Discontinue </div>			

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Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 3: The district and campuses will reduce the number of drug incidents (PEIMS Codes 04 & 36) and alcohol (PEIMS Code 05) incidents by 10% based on 2022-23 baseline.

Strategy 1 Details	Reviews		
Strategy 1: Systemizing review of discipline data and norming of interventions Strategy's Expected Result/Impact: Reduced number of disciplinary incidences Staff Responsible for Monitoring: Assistant Principals	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





Strategic Plan - 4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.

Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 4: The district will reduce the number of bullying (PEIMS Code 61) incidents by 10% based on the 2022-23 baseline. Each campus will reduce the number of incidents by 10% or at least 1 incident based on their 22-23 baseline.

Strategy 1 Details	Reviews		
Strategy 1: Systemizing review of discipline data and norming of interventions Strategy's Expected Result/Impact: Reduced number of disciplinary incidences Staff Responsible for Monitoring: Assistant Principals	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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Strategic Plan - 4.3 Create a culture of belonging for all members of the Plano ISD community.

Strategic Plan - 4.4 Engage the community through timely, consistent and innovative communication.

DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

Performance Objective 5: All incidents requiring a threat assessment will be completed per District policy.

Strategy 1 Details	Reviews		
Strategy 1: Establish weekly review meetings to review incidences and engage in threat assessment process Strategy's Expected Result/Impact: Adherence to District policy on threat assessments. Staff Responsible for Monitoring: Assistant Principals	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Pillar 5 - Partnerships & Strategic Resource Management - Plano ISD will maximize resources and community partnerships to achieve district goals that meet the needs of students and staff.

Strategic Plan - 5.1 Increase community partnerships to elevate student learning outcomes and experiences.

Strategic Plan - 5.2 Implement budget processes through the Strategic Allocation Model to ensure resource alignment to student needs and desired outcomes.

Strategic Plan - 5.3 Develop and implement plans to efficiently use district facilities that will provide expanded opportunities for students.

DIP - 5.4 Federal and State Mandates