

Plano Independent School District
Schimelpfenig Middle School
2023-2024 Improvement Plan

Accountability Rating: A



Board Approval Date: October 3, 2023

Mission Statement

The Schimelpfenig Middle School mission is to create a positive, caring, and safe community that fosters and values personal growth, individual expression, and lifelong learning.

Vision

We are committed to:

- Building strong relationships
- Nurturing the potential of every learner
- Preparing for future opportunities

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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	28

Priority Problem Statements

Problem Statement 1: Schimelpfenig Middle School has identified a negative trend involving attendance rates for Economically Disadvantaged and African American students.

Root Cause 1: Research suggests a correlation between chronic absenteeism and disadvantaged communities. Poor health and limited transportation contribute to the attendance concerns.

Problem Statement 1 Areas: Demographics

Problem Statement 2: Schimelpfenig Middle School has identified areas of need in the Writing Process and how that correlates to Reading Comprehension in tested passages (District Curriculum/State Testing)

Root Cause 2: With an absence of lessons and content specifically related to writing, student knowledge and skills has plummeted in that area.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: Schimelpfenig Middle School has identified concerns regarding equitable planning and execution of instructional curriculum.

Root Cause 3: Based on teacher surveys and qualitative data, when planning time is limited, experienced teachers revert to the tried and true that has worked in the past, while teachers with less experience are left to fend for themselves.

Problem Statement 3 Areas: School Processes & Programs

Problem Statement 4: Schimelpfenig Middle School has identified areas of growth and need regarding climate and culture.

Root Cause 4: Based on student surveys and qualitative data, it is imperative that students and staff invest and commit to the campus community.

Problem Statement 4 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Federal Report Card and accountability data
- Local Accountability Systems (LAS) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- Student failure and/or retention rates
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Gifted and talented data
- Dyslexia data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data

- Discipline records
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Study of best practices

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: 6-8 READING LANGUAGE ARTS

The percent of 6th grade students that score Meets grade level or above on STAAR Reading will increase from 84% in 2023 to 88% by June 2024. The Special Education student group performance will increase from 40% in 2023 to 44% by June 2024. The Economically Disadvantaged student group performance will increase from 56% in 2023 to 60% by 2024.

The percent of 7th grade students that score Meets grade level or above on STAAR Reading will increase from 83% in 2023 to 87% by June 2024. The Special Education student group performance will increase from 50% in 2023 to 54% by June 2024. The Economically Disadvantaged student group performance will increase from 71% in 2023 to 75% by 2024.

The percent of 8th grade students that score Meets grade level or above on STAAR Reading will increase from 81% in 2023 to 85% by June 2024. The Special Education student group performance will increase from 16% in 2023 to 20% by June 2024. The Economically Disadvantaged student group performance will increase from 67% in 2023 to 71% by 2024.





High Priority

HB3 Goal

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<p>Strategy 1: Schimelpfenig Middle School will use MAP Data to identify students at risk of falling from Masters to Meets or from Meets to Approaching. Once identify, teachers will develop and implement individual growth and monitoring plans.</p> <p>Strategy's Expected Result/Impact: Individualized growth and monitoring plans with not only hold students and teachers accountable for learning, these plans will motivate students to strive for improvement and growth.</p> <p>Staff Responsible for Monitoring: ELAR/SPED Teachers English PLC PLC Leader = Tina Zaman Admin = Principal Kinnard</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June

Strategy 2 Details	Reviews		
<p>Strategy 2: Schimelpfenig Middle School will incorporate extended planning to address ALL student needs. Teachers will plan and develop instruction based upon the district curriculum and the TEKS. Extended planning will also allow teachers to identify specific quintiles and target learning for students.</p> <p>Strategy's Expected Result/Impact: Extended planning will allow teachers the opportunity to identify specific quintiles and target learning for ALL students.</p> <p>Staff Responsible for Monitoring: ELAR/SPED Teachers English PLC PLC Leader = Tina Zaman Admin = Principal Kinnard</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: English teachers will conduct conferences and guide students with personal actions steps to achieve individual goals.</p> <p>Strategy's Expected Result/Impact: Student conferences will not only create a healthy atmosphere and climate for learning and growth, these meetings will also afford the teacher and student to identify and specifically target areas of need and growth.</p> <p>Staff Responsible for Monitoring: ELAR/SPED Teachers English PLC PLC Leader = Tina Zaman</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 4 Details	Reviews		
<p>Strategy 4: Schimelpfenig Middle School, including all content areas and electives, will incorporate writing workshops and Lead4Ward Strategies to both target instruction and increase/improve writing skills.</p> <p>Strategy's Expected Result/Impact: Students will understand their current status regarding writing skills and have the ability and opportunity to build upon that foundation.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Core PLC Teams PLC Leaders = Tina Zaman, Bill Maxey, Martha Teague, Mitchell Matuska Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Performance Objective 2: 6-8 MATHEMATICS

The percent of 6th grade students that score Meets grade level or above on STAAR Math will increase from 84% in 2023 to 88% by June 2024. The Special Education student group performance will increase from 57% in 2023 to 61% by June 2024. The Economically Disadvantaged student group performance will increase from 60% in 2023 to 64% by 2024.

The percent of 7th grade students that score Meets grade level or above on STAAR Math will increase from 53% in 2023 to 57% by June 2024. The Special Education student group performance will increase from 14% in 2023 to 18% by June 2024. The Economically Disadvantaged student group performance will increase from 40% in 2023 to 44% by 2024.

The percent of 8th grade students that score Meets grade level or above on STAAR Math will increase from 85% in 2023 to 89% by June 2024. The Special Education student group performance will increase from 38% in 2023 to 42% by June 2024. The Economically Disadvantaged student group performance will increase from 69% in 2023 to 73% by 2024.

Strategy 1 Details	Reviews		
<p>Strategy 1: Schimelpfenig Middle School will incorporate extended planning to address ALL student needs. Teachers will plan and develop instruction based upon the district curriculum and the TEKS. Extended planning will also allow teachers to identify specific quintiles and target learning for students.</p> <p>Strategy's Expected Result/Impact: Extended planning will allow teachers the opportunity to identify specific quintiles and target learning for ALL students.</p> <p>Staff Responsible for Monitoring: Math/SPED Teachers Math PLC PLC Leader = Martha Teague Admin: Kinnard</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 2 Details	Reviews		
<p>Strategy 2: Math teachers will conduct conferences and create individual growth trackers for each student to properly monitor growth; affording students to take ownership of their learning and develop confidence in the learning process.</p> <p>Strategy's Expected Result/Impact: Student conferences will not only create a healthy atmosphere and climate for learning and growth, these meetings will also afford the teacher and student the opportunity to identify strengths and areas of need/struggle.</p> <p>Staff Responsible for Monitoring: Math/SPED Teachers Math PLC PLC Leader = Martha Teague</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 3 Details	Reviews		
<p>Strategy 3: The Math Department will provide individual student and class incentives to increase participation, investment, and ownership in their learning.</p> <p>Strategy's Expected Result/Impact: With consistent incentives for not only performing well but also for growth and progress, students will see the value in taking risks and failing.</p> <p>Staff Responsible for Monitoring: Math/SPED Teachers Math PLC PLC Leader = Martha Teague Admin: Kinnard</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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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: 6-8 SCIENCE

The percent of 8th grade students that score Meets grade level or above on STAAR Science will increase from 64% in 2023 to 68% by June 2024. The Special Education student group performance will increase from 12% in 2023 to 16% by June 2024. The Economically Disadvantaged student group performance will increase from 44% in 2023 to 48% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details	Reviews		
<p>Strategy 1: Schimelpfenig Middle School will use MAP Data to identify students at risk of falling from Masters to Meets or from Meets to Approaching. Once identify, teachers will develop and implement individual growth and monitoring plans.</p> <p>Strategy's Expected Result/Impact: Student growth and increased accuracy in targeted science concept areas.</p> <p>Staff Responsible for Monitoring: Science/SPED Teachers Science PLC PLC Leader = Bill Maxey Admin: Mitchell</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 2 Details	Reviews		
<p>Strategy 2: Schimelpfenig Middle School, including the Science Department, will incorporate writing workshops and Lead4Ward Strategies to both target instruction and increase/improve writing skills.</p> <p>Strategy's Expected Result/Impact: Students will understand their current status regarding writing skills and have the ability and opportunity to build upon that foundation.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Core PLC Teams PLC Leaders = Tina Zaman, Bill Maxey, Martha Teague, Mitchell Matuska Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 3 Details	Reviews		
<p>Strategy 3: The Science Department will incorporate Depth and Complexity Resources to encourage growth and increased performance involving Quintiles 1 and 2.</p> <p>Strategy's Expected Result/Impact: Students falling in Quintiles 1 and 2 will demonstrate progress and improvement on both district and state assessments.</p> <p>Staff Responsible for Monitoring: Science/SPED Teachers Science PLC PLC Leader = Bill Maxey Admin: Mitchell</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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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 4: 6-8 SOCIAL STUDIES

The percent of students that score Meets grade level or above on STAAR Grade 8 Social Studies will increase from 61% in 2023 to 65% by June 2024. The Special Education student group performance will increase from 16% in 2023 to 20% by June 2024. The Economically Disadvantaged student group performance will increase from 42% in 2023 to 46% by 2024.

Evaluation Data Sources: 2024 Eighth Grade STAAR Social Studies

Strategy 1 Details	Reviews		
<p>Strategy 1: Schimelpfenig Middle School will incorporate extended planning to address ALL student needs. Teachers will plan and develop instruction based upon the district curriculum and the TEKS. Extended planning will also allow teachers to identify specific quintiles and target learning for students.</p> <p>Strategy's Expected Result/Impact: Extended planning will allow teachers the opportunity to identify specific quintiles and target learning for ALL students.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Core PLC Teams PLC Leaders = Tina Zaman, Bill Maxey, Martha Teague, Mitchell Matuska Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 2 Details	Reviews		
<p>Strategy 2: The History department will utilize assessment data to identify specifically targeted student populations in need of intervention and invite students to Social Studies tutorials along all grade levels as well as 8th grade History Club for STAAR testing preparations.</p> <p>Strategy's Expected Result/Impact: Students at risk of not meeting expectation or approaching expectation will receive additional resources. These additional resources will provide needed knowledge to address areas of concern and improve confidence regarding social studies concepts.</p> <p>Staff Responsible for Monitoring: Social Studies/SPED Teachers Social Studies PLC PLC Leader = Mitchell Matuska Admin: Goodwin</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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Strategy 3 Details	Reviews		
<p>Strategy 3: The History Department will utilize academic language and reading strategies to increase overall student literacy in Social Studies with an added focus on differentiation and depth and complexity.</p> <p>Strategy's Expected Result/Impact: Students will demonstrate progress and improvement on both district and state assessments.</p> <p>Staff Responsible for Monitoring: Social Studies and ELAR/SPED Teachers Social Studies/English PLC PLC Leaders = Mitchell Matuska/Tina zaman Admin: Goodwin/Kinnard</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
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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: MAP SAT BENCHMARKS (8th Grade)

The percentage of 8th grade students who meet the CCR Standard (On Track 24) on MAP Reading will increase from 43% in 2023 to 68% by 2024.

Evaluation Data Sources: Spring MAP Reports

Strategy 1 Details	Reviews		
<p>Strategy 1: Schimelpfenig Middle School will incorporate extended planning to address ALL student needs. Teachers will plan and develop instruction based upon the district curriculum and the TEKS. Extended planning will also allow teachers to identify specific quintiles and target learning for students.</p> <p>Strategy's Expected Result/Impact: Extended planning will allow teachers the opportunity to identify specific quintiles and target learning for ALL students.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Core PLC Teams PLC Leaders = Tina Zaman, Bill Maxey, Martha Teague, Mitchell Matuska Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June

Strategy 2 Details	Reviews		
<p>Strategy 2: Schimelpfenig Middle School counseling, teachers, and administration will encourage and motivate SMS students to enroll in and complete CTE courses prior to high school.</p> <p>Strategy's Expected Result/Impact: Students will gain knowledge and awareness in both CTE courses and CCMR.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Counseling Team - Burks/Schlosser/Klena Electives Chairperson - Alfaro 8th Grade Team Leader - Mutke (CTE Teacher) Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: District CCMR/CTE representatives will play an active role in promoting programs throughout the year in concert with the annual SMS Career Day.</p> <p>Strategy's Expected Result/Impact: Students will gain knowledge and awareness in both CTE courses and CCMR.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Counseling Team - Burks/Schlosser/Klena Electives Chairperson - Alfaro 8th Grade Team Leader - Mutke (CTE Teacher) Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	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.

Performance Objective 1: Schimelpfenig Middle School will increase/improve professional staff retention rates from 62% in 2023 to 75% in 2024.

High Priority

Evaluation Data Sources: PISD Employment Records/Teams

Strategy 1 Details	Reviews		
<p>Strategy 1: Schimelpfenig Middle School Administration will develop opportunities for fellowship and culture building throughout the year.</p> <p>Strategy's Expected Result/Impact: Staff morale and investment will increase/improve. Retention rates will increase.</p> <p>Staff Responsible for Monitoring: Admin: Kinnard/Mitchell/Goodwin Counseling Team: Burks/Schlosser/Klena</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative		Summative
	Nov	Feb	June

Strategy 2 Details	Reviews		
<p>Strategy 2: Schimelpfenig Middle School Administration will develop a classroom visit schedule to ensure equitable support across campus. Administrators will dedicate one day a week to visiting ALL staff they oversee.</p> <p>Strategy's Expected Result/Impact: Staff morale and investment will increase/improve. Retention rates will increase.</p> <p>Staff Responsible for Monitoring: Core and Elective/SPED Teachers Core PLC Teams PLC Leaders = Tina Zaman, Bill Maxey, Martha Teague, Mitchell Matuska Team Leaders = Rose/Altom/Mutke Department Chairs Admin = Kinnard/Mitchell/Goodwin</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Schimelpfenig Middle School's Health and Wellness Team will create a specific plan to encourage Schim Staff to participate in activities designed to improve overall health but also to foster a positive campus culture and climate.</p> <p>Strategy's Expected Result/Impact: Staff morale and investment will increase/improve. Retention rates will increase.</p> <p>Staff Responsible for Monitoring: Health and Wellness Team: McCool, Hawkins, Humenesky, Hickman, Lopez Admin: Mitchell Counseling Team: Burks, Schlosser, Klena</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> 0% No Progress</div> <div style="text-align: center;"> 100% Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </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 1: All student and individual student group attendance rates will be maintained at 96% or higher.

High Priority

Evaluation Data Sources: Edugence

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 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.

Evaluation Data Sources: Edugence

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 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.

Evaluation Data Sources: Edugence/Review 360

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.

Evaluation Data Sources: Edugence/Review 360

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

High Priority

Evaluation Data Sources: Edugence/Review 360

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

Performance Objective 1: Schimelpfenig Middle School will continue to encourage involvement and investment through PTA Meetings and several community outreach activities (Meet the Panther/Curriculum Night/Open House).

Evaluation Data Sources: Parent/Community Surveys