

# **Plano Independent School District**

## **Robinson Middle School**

### **2023-2024 Improvement Plan**



**Board Approval Date:** October 3, 2023

# Mission Statement

**Students are the foundation at Robinson Middle School. We are dedicated to promoting confident, responsible learners who achieve their personal best.**

## Vision

At Robinson Middle School, we will foster a community where students have an opportunity to maximize their potential through differentiation, resiliency, dedication to equity, and lifelong learning.

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# Priority Problem Statements

**Problem Statement 1:** Students in quintile one in math at all grade levels are not showing expected growth.

**Root Cause 1:** Lack of quality enrichment provided during the school day and available outside of the normal school day is limited.

**Problem Statement 1 Areas:** Student Learning

**Problem Statement 2:** Students in all grade levels in social studies achieving mastery level on STAAR continues to be lower than expected.

**Root Cause 2:** Lack of mastery level intervention and enrichment is preventing many students from reaching mastery level.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** 6th grade ELAR students are not showing expected growth.

**Root Cause 3:** Lack of rigor in the honors curriculum is not pushing students to the mastery level.

**Problem Statement 3 Areas:** Student Learning

**Problem Statement 4:** 8th grade science students in the middle quintiles did not show growth compared to the high and low quintiles.

**Root Cause 4:** Lack of any special programming or interventions for the middle quintile students who are passing.

**Problem Statement 4 Areas:** Student Learning

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR 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
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

## **Student Data: Assessments**

- State and federally required assessment information
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

## **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
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Response to Intervention (RtI) student achievement data

## **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

**Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus department and/or faculty meeting discussions and data
- T-TESS data
- T-P ESS data

**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
- 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 70% in 2022 to 71% by June 2024. The Special Education student group performance will increase from 30% in 2022 to 36% by June 2024. The Economically Disadvantaged student group performance will increase from 59% in 2022 to 63% by 2024.

The percent of 7th grade students that score Meets grade level or above on STAAR Reading will increase from 78% in 2022 to 79% by June 2024. The Special Education student group performance will increase from 35% in 2022 to 41% by June 2024. The Economically Disadvantaged student group performance will increase from 63% in 2022 to 67% by 2024.

The percent of 8th grade students that score Meets grade level or above on STAAR Reading will increase from 80% in 2022 to 81% by June 2024. The Special Education student group performance will increase from 37% in 2022 to 43% by June 2024. The Economically Disadvantaged student group performance will increase from 69% in 2022 to 73% by 2024.

**Evaluation Data Sources:** 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Lesson planning and delivery will include increased student engagement strategies to ensure all students are actively participating and being given opportunities to demonstrate understanding throughout the lesson. <b>Strategy's Expected Result/Impact:</b> Increase percent of students reaching Meets grade level or above on STAAR Reading. <b>Staff Responsible for Monitoring:</b> Department Chair, Administrator  <b>TEA Priorities:</b> Build a foundation of reading and math - <b>Additional Targeted Support Strategy</b> <b>Problem Statements:</b> Student Learning 2	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Professional learning on differentiation methods and instructional strategies to adapt lessons to address individual growth needs of all students including target demographic groups.  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Lesson planning and delivery includes evidence of differentiation and adjustment based upon student data  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

### Performance Objective 1 Problem Statements:

Student Learning
<b>Problem Statement 2:</b> 6th grade ELAR students are not showing expected growth. <b>Root Cause:</b> Lack of rigor in the honors curriculum is not pushing students to the mastery level.

**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: 6-8 MATHEMATICS**

The percent of 6th grade students that score Meets grade level or above on STAAR Math will increase from 64% in 2022 to 67% by June 2024. The Special Education student group performance will increase from 30% in 2022 to 36% by June 2024. The Economically Disadvantaged student group performance will increase from 53% in 2022 to 58% by 2024.

The percent of 7th grade students that score Meets grade level or above on STAAR Math will increase from 43% in 2022 to 46% by June 2024. The Special Education student group performance will increase from 23% in 2022 to 29% by June 2024. The Economically Disadvantaged student group performance will increase from 26% in 2022 to 31% by 2024.

The percent of 8th grade students that score Meets grade level or above on STAAR Math will increase from 78% in 2022 to 81% by June 2024. The Special Education student group performance will increase from 30% in 2022 to 36% by June 2024. The Economically Disadvantaged student group performance will increase from 63% in 2022 to 68% by 2024.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Increase the use of high impact instructional strategies to improve mathematical literacy (ability to problem-solve, reason, analyze and justify solutions) for all students.  <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Problem Statements:</b> Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Professional learning on differentiation methods and instructional strategies to adapt lessons to address individual growth needs of all students including target demographic groups.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Lesson planning and delivery includes evidence of differentiation and adjustment based upon student data	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

Performance Objective 2 Problem Statements:

Student Learning
<b>Problem Statement 1:</b> Students in quintile one in math at all grade levels are not showing expected growth. <b>Root Cause:</b> Lack of quality enrichment provided during the school day and available outside of the normal school day is limited.

**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.

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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 3: 6-8 SCIENCE**

The percent of 8th grade students that score Meets grade level or above on STAAR Science will increase from 76% in 2022 to 77% by June 2024. The Special Education student group performance will increase from 37% in 2022 to 43% by June 2024. The Economically Disadvantaged student group performance will increase from 63% in 2022 to 67% by 2024.

**Evaluation Data Sources:** 2024 STAAR Science

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Use structured vocabulary acquisition strategies like having students learn the vocabulary with sentence stems then discussing the vocabulary with their shoulder partner then after "think time" and collaboration, students will write the correct information.  <b>ESF Levers:</b> Lever 5: Effective Instruction <b>Problem Statements:</b> Student Learning 3	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Professional learning on differentiation methods and instructional strategies to adapt lessons to address individual growth needs of all students including target demographic groups.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Lesson planning and delivery includes evidence of differentiation and adjustment based upon student data	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

### Performance Objective 3 Problem Statements:

Student Learning
<b>Problem Statement 3:</b> 8th grade science students in the middle quintiles did not show growth compared to the high and low quintiles. <b>Root Cause:</b> Lack of any special programming or interventions for the middle quintile students who are passing.

**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.

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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 70% in 2022 to 73% by June 2024. The Special Education student group performance will increase from 41% in 2022 to 47% by June 2024. The Economically Disadvantaged student group performance will increase from 52% in 2022 to 57% by 2024.

**Evaluation Data Sources:** 2024 Eighth Grade STAAR Social Studies

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Focus on processing content strategies to ensure students are having ample opportunities to think through the content and engage with it.  <b>Problem Statements:</b> Student Learning 4	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Professional learning on differentiation methods and instructional strategies to adapt lessons to address individual growth needs of all students including target demographic groups.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Lesson planning and delivery includes evidence of differentiation and adjustment based upon student data	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

#### Performance Objective 4 Problem Statements:

Student Learning
<b>Problem Statement 4:</b> Students in all grade levels in social studies achieving mastery level on STAAR continues to be lower than expected. <b>Root Cause:</b> Lack of mastery level intervention and enrichment is preventing many students from reaching mastery level.

**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 MAP Reading will increase from 79% in 2023 to 81% by 2024.

Evaluation Data Sources: Spring MAP Reports

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Lesson planning and delivery will include increased student engagement strategies to ensure all students are actively participating and being given opportunities to demonstrate understanding throughout the lesson. <b>Strategy's Expected Result/Impact:</b> Increased growth and performance on 8th grade reading MAP		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></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 96% or higher.

Strategy 1 Details	Reviews		
Strategy 1: Implement SST attendance monitoring strategies to address students at risk for attendance concerns.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Follow the state and district truancy procedures and utilized the district resources for families including PARB.	Formative		Summative
	Nov	Feb	June
<div>  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 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: We will utilize PBIS principles to teach and reinforce expectations with students.		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✖</div><div>Discontinue</div></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 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.

**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.

**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.

**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

**Goal 6:** Professional Learning Communities will be centered around 4 critical questions 90% of time to plan for differentiated instruction and assessments to promote growth for all students.

**Performance Objective 1:** Professional Learning Communities will be centered around 4 critical questions 90% of time to plan for differentiated instruction and assessments to promote growth for all students.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Grade level collaborative teams will meet daily in PLC period to plan instruction. Meetings will include agenda, data reviewed, planning protocol, and discussion of 4 critical questions. <b>Staff Responsible for Monitoring:</b> Admin, Department Chair	Formative		Summative
	Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			