

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



Board Approval Date: October 3, 2023

Mission Statement

Rice Middle School is an accepting, nurturing, safe community where students are given the freedom to learn and grow as responsible individuals.

Vision

In pursuit of excellence

Collective Commitments

We use best practices in all aspects of our school community.

We strive for continuous professional growth.

We instill respect, responsibility, and independence.

We function as a collaborative learning environment.

We celebrate success.

We foster positive relationships.

We think critically and focus on solutions.

We maintain a safe, inclusive, and supportive school community.

Table of Contents

Priority Problem Statements	4
Goals	4
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.	5
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.	14
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.	16
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.	17
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	22

Priority Problem Statements

Problem Statement 1: Students served by Special Education are the lowest performing student group as indicated by MAP and STAAR data.

Root Cause 1: Teachers may not be employing sufficient scaffolding/chunking/differentiation for students served by Special Education.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: The process of reteaching is variable among teachers rather than engaging a consistent approach that includes a reassessment of mastery after reteaching.

Root Cause 2: Planning time has been limited, and teachers have struggled to get daily planning completed, much less reteach planning.

Problem Statement 2 Areas: School Processes & Programs

Problem Statement 3: There has been an increase in students identified as Economically Disadvantaged, 504, Bilingual/ESL, At-risk, and Special Education. There has been a decrease in students identified as Gifted and Talented.

Root Cause 3: Surrounding neighborhoods are aging, and young professionals are moving into areas of new home development.

Problem Statement 3 Areas: Demographics

Problem Statement 4: Transparency in decision-making is lacking.

Root Cause 4: Misalignment between what decision-makers and others think needs to be shared, a lack of communication between stake-holders.

Problem Statement 4 Areas: Perceptions

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 89% in 2022 to 90% by June 2024. The Special Education student group performance will increase from 36% in 2022 to 42% by June 2024. The Economically Disadvantaged student group performance will increase from 77% in 2022 to 81% by 2024.

The percent of 7th grade students that score Meets grade level or above on STAAR Reading will increase from 90% in 2022 to 91% by June 2024. The Special Education student group performance will increase from 50% in 2022 to 56% by June 2024. The Economically Disadvantaged student group performance will increase from 77% in 2022 to 84% by 2024.

The percent of 8th grade students that score Meets grade level or above on STAAR Reading will increase from 87% in 2022 to 88% by June 2024. The Special Education student group performance will increase from 48% in 2022 to 52% by June 2024. The Economically Disadvantaged student group performance will increase from 73% in 2022 to 76% by 2024.

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will implement their professional development plan around priority standards: When PES (priority essentials standards) are included in a lesson, the team will research (in a variety of methods) ways to scaffold the skill due to the TEKS being recursive in nature and then apply the scaffolding to the lesson.</p> <p>Strategy's Expected Result/Impact: Improvement in student mastery of priority standards</p> <p>Staff Responsible for Monitoring: ELAR Department Chair & ELAR Assistant Principal</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: As a reteach strategy, teachers will use Saravollo strategies to target TEKS.</p> <p>Strategy's Expected Result/Impact: Students who did not master the required TEKS during initial instruction will master them upon reteach.</p> <p>Staff Responsible for Monitoring: ELAR Department Chair & ELAR Assistant Principal</p> <p>Problem Statements: School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Teachers will take one extended planning day in the fall and one in the spring.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to unpack units in order to better understand the over arching goals of each unit.</p> <p>Staff Responsible for Monitoring: ELAR Department Chair and ELAR Assistant Principal.</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 1: Students served by Special Education are the lowest performing student group as indicated by MAP and STAAR data. Root Cause: Teachers may not be employing sufficient scaffolding/chunking/differentiation for students served by Special Education.</p>

School Processes & Programs

Problem Statement 1: The process of reteaching is variable among teachers rather than engaging a consistent approach that includes a reassessment of mastery after reteaching.

Root Cause: Planning time has been limited, and teachers have struggled to get daily planning completed, much less reteach planning.

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 80% in 2022 to 83% by June 2024. The Special Education student group performance will increase from 33% in 2022 to 39% by June 2024. The Economically Disadvantaged student group performance will increase from 69% in 2022 to 74% by 2024.

The percent of 7th grade students that score Meets grade level or above on STAAR Math will increase from 34% in 2022 to 70% by June 2024. The Special Education student group performance will increase from 36% in 2022 to 50% by June 2024. The Economically Disadvantaged student group performance will increase from 25% in 2022 to 45% by 2024.

The percent of 8th grade students that score Meets grade level or above on STAAR Math will increase from 82% in 2022 to 89% by June 2024. The Special Education student group performance will increase from 36% in 2022 to 50% by June 2024. The Economically Disadvantaged student group performance will increase from 54% in 2022 to 70% by 2024.

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will implement their professional development plan around priority standards. Teachers will investigate resources, such as math professional resource library, Lead4ward, district math coordinator, Region 10 resources, for strategies that make experiences more concrete for 6th & 7th grades and create more connections between concepts for 8th grade.</p> <p>Strategy's Expected Result/Impact: Improvement in student mastery of priority standards</p> <p>Staff Responsible for Monitoring: Math Department Chair & Math Assistant Principal</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Teachers will collect data around student performance for students served by Special Education in order to compare achievement of students who utilize the small group testing accommodation in the Learning Lab and those who chose to test in class.</p> <p>Strategy's Expected Result/Impact: Data will reveal which strategy is more effective for students' math testing</p> <p>Staff Responsible for Monitoring: Math Department Chair & Math Assistant Principal</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Teachers will take one extended planning day in the fall and one in the spring.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to unpack units in order to better understand the over arching goals of each unit.</p> <p>Staff Responsible for Monitoring: Math Department Chair and Math Assistant Principal</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: Students served by Special Education are the lowest performing student group as indicated by MAP and STAAR data. Root Cause: Teachers may not be employing sufficient scaffolding/chunking/differentiation for students served by Special Education.</p>
School Processes & Programs
<p>Problem Statement 1: The process of reteaching is variable among teachers rather than engaging a consistent approach that includes a reassessment of mastery after reteaching. Root Cause: Planning time has been limited, and teachers have struggled to get daily planning completed, much less reteach planning.</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.

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 3: 6-8 SCIENCE

The percent of 8th grade students that score Meets grade level or above on STAAR Science will increase from 83% in 2022 to 84% by June 2024. The Special Education student group performance will increase from 43% in 2022 to 49% by June 2024. The Economically Disadvantaged student group performance will increase from 60% in 2022 to 64% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will implement their professional development plan around priority standards. Teachers will initiate collaborative discussions and exchanges with teachers from other campuses to learn effective teaching strategies about the topic.</p> <p>Strategy's Expected Result/Impact: Teachers will strengthen their repertoire of teaching strategies to improve their ability to support mastery for all student populations.</p> <p>Staff Responsible for Monitoring: Science Department Chair & Science Assistant Principal</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Teachers will increase their use of high level questions that cause students to analyze, evaluate, and make inferences.</p> <p>Strategy's Expected Result/Impact: Student mastery and retention of concepts will improve.</p> <p>Staff Responsible for Monitoring: Science Department Chair & Science Assistant Principal</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Teachers will take one extended planning day in the fall and one in the spring.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to unpack units in order to better understand the over arching goals of each unit.</p> <p>Staff Responsible for Monitoring: Science Department Chair and Science Assistant Principal</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 3 Problem Statements:

Student Learning
<p>Problem Statement 1: Students served by Special Education are the lowest performing student group as indicated by MAP and STAAR data. Root Cause: Teachers may not be employing sufficient scaffolding/chunking/differentiation for students served by Special Education.</p>
School Processes & Programs
<p>Problem Statement 1: The process of reteaching is variable among teachers rather than engaging a consistent approach that includes a reassessment of mastery after reteaching. Root Cause: Planning time has been limited, and teachers have struggled to get daily planning completed, much less reteach planning.</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.

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 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 75% in 2022 to 78% by June 2024. The Special Education student group performance will increase from 38% in 2022 to 44% by June 2024. The Economically Disadvantaged student group performance will increase from 53% in 2022 to 57% by 2024.

Evaluation Data Sources: 2024 Eighth Grade STAAR Social Studies

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will implement their professional development plan around priority standards. 6th grade teachers will identify how and when to scaffold and spiral concepts. 7th grade teaches will identify any gaps in the curriculum and research how to scaffold concepts. 8th grade will implement new lessons and incorporate more explicit instruction around these standards. The effectiveness of these processes will be measured by student passing percentages on district progress monitoring assessments.</p> <p>Strategy's Expected Result/Impact: Teachers ability to provide clear, explicit instruction around priority standard will improve, and students' mastery of those concepts will increase.</p> <p>Staff Responsible for Monitoring: Social Studies Department Chair and Principal</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: The Social Studies department will formalize differentiation on Unit Planning documents during the PLC process to better meet student needs. The focus will be on reading level and vocabulary building. Each grade level will utilize a Process Planning document that includes planning sections and a section for reflection. Reflections will include student mastery data.</p> <p>Strategy's Expected Result/Impact: All student groups will show growth in reading achievement.</p> <p>Staff Responsible for Monitoring: Social Studies Department Chair and Principal</p> <p>Problem Statements: Student Learning 1</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Teachers will take one extended planning day in the fall and one in the spring which will include detailed calendars of lessons and reteaching for student mastery as well as utilize Course Planning documents.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to unpack units in order to better understand the over arching goals of each unit.</p> <p>Staff Responsible for Monitoring: Social Studies Department Chair and Principal</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 4 Problem Statements:

Student Learning
<p>Problem Statement 1: Students served by Special Education are the lowest performing student group as indicated by MAP and STAAR data. Root Cause: Teachers may not be employing sufficient scaffolding/chunking/differentiation for students served by Special Education.</p>

School Processes & Programs

Problem Statement 1: The process of reteaching is variable among teachers rather than engaging a consistent approach that includes a reassessment of mastery after reteaching.

Root Cause: Planning time has been limited, and teachers have struggled to get daily planning completed, much less reteach planning.

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 88% in 2023 to 90% by 2024.

Evaluation Data Sources: Spring MAP Reports

Strategy 1 Details	Reviews		
<p>Strategy 1: Teachers will examine the current MAP Projected Proficiency Summary Report, identify students who are not on track, and identify ways to help those students improve.</p> <p>Strategy's Expected Result/Impact: Students who are not on track will receive more targeted support.</p> <p>Staff Responsible for Monitoring: 4 Core Department Chairs, Assistant Principals, Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Administration and counselors will use the AP Potential Report to identify students who are not in an honors course but are projected to be successful in those courses and begin placing them in classes according to their potential in future courses.</p> <p>Strategy's Expected Result/Impact: Students will be appropriately challenged and consequently demonstrate growth.</p> <p>Staff Responsible for Monitoring: Assistant Principals, Counselors, Principal</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: There has been an increase in students identified as Economically Disadvantaged, 504, Bilingual/ESL, At-risk, and Special Education. There has been a decrease in students identified as Gifted and Talented. **Root Cause:** Surrounding neighborhoods are aging, and young professionals are moving into areas of new home development.

Student Learning

Problem Statement 1: Students served by Special Education are the lowest performing student group as indicated by MAP and STAAR data. **Root Cause:** Teachers may not be employing sufficient scaffolding/chunking/differentiation for students served by Special Education.

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		
<p>Strategy 1: Daily attendance rates by grade level will announced during morning announcements. At the end of the nine weeks, the grade level with the highest attendance will receive a pre-determined reward.</p> <p>Strategy's Expected Result/Impact: Grade level attendance will maintain or increase.</p> <p>Staff Responsible for Monitoring: Assistant Principals</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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		
<p>Strategy 1: Add a weekly review of R360 behavior incidents at structured administrator and counselor weekly meetings to identify students in need of interventions, identify disproportionality issues, and track progress for both.</p> <p>Strategy's Expected Result/Impact: Increased behavior instruction and support for students with behavioral challenges</p> <p>Staff Responsible for Monitoring: Counselors, Assistant Principals, Principal</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Utilize the Safety Net Program to provide support to students who may show signs of needing support in learning coping strategies, social skills, etc.</p> <p>Strategy's Expected Result/Impact: Students' ability to interact and problem solving appropriately will increase, and there will be a decrease in their discipline incidents.</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Arrange a school assembly promoting positive social interactions such as kindness, acceptance, and appropriate speech.</p> <p>Strategy's Expected Result/Impact: Students will acquire tools to help them interact appropriately.</p> <p>Staff Responsible for Monitoring: Assistant Principals, Principal</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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.

Strategy 1 Details	Reviews		
<p>Strategy 1: Continue the process of implementing PBIS strategies to provide structure and supervision in unstructured, unsupervised areas.</p> <p>Strategy's Expected Result/Impact: Opportunities for engaging in the use or sale of drugs or alcohol will be reduced.</p> <p>Staff Responsible for Monitoring: PBIS Co-Chairs</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 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		
<p>Strategy 1: Continue the process of implementing PBIS strategies to provide structure and supervision in unstructured, unsupervised areas.</p> <p>Strategy's Expected Result/Impact: Opportunities for engaging in bullying behaviors will be reduced.</p> <p>Staff Responsible for Monitoring: PBIS Co-Chairs</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Utilize the Safety Net Program to provide support to students who may show signs of needing support in learning coping strategies, social skills, etc.</p> <p>Strategy's Expected Result/Impact: Students will acquire tools to help them interact appropriately.</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<p>Strategy 3: Arrange a school assembly promoting positive social interactions such as kindness, acceptance, and appropriate speech.</p> <p>Strategy's Expected Result/Impact: Students will acquire tools to help them interact appropriately.</p> <p>Staff Responsible for Monitoring: Assistant Principals, Principal</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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.

Strategy 1 Details	Reviews		
<p>Strategy 1: Assistant Principals will utilize Student Management guidelines to determine when a Threat Assessment is required and implement the process as required.</p> <p>Strategy's Expected Result/Impact: Threat assessments will be implemented appropriately.</p> <p>Staff Responsible for Monitoring: Principal</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 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