

Plano Independent School District

Shepard Elementary

2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

Shepard Elementary will cultivate a positive and meaningful learning community to ensure academic, social, and emotional success for students.

Vision

Shepard Patriots Are:

Polite

Accountable

Thoughtful

Safe

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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.	19
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.	20
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.	21
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	30

Comprehensive Needs Assessment

Demographics

Demographics Summary

Shepard Elementary School is an elementary school in Plano ISD that serves 428 students in grades K-5. Our target group on STAAR includes our economically disadvantaged students. At Shepard, we demonstrate that successful learning is best achieved through engagement and collaborative partnerships with parents, families, positive adult and student role models and all sectors of the broader community. The community is connected to all that we do in providing a quality educational experience for our students.

Demographics Strengths

Our campus vision helps provide a safe culture and climate for all, but especially for those at-risk. Building relationships with students helps us identify ways to help. Specialized training for staff and allocated time for intervention and enrichment (IE time) is a way to meet the needs of all students.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. **Root Cause:** 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

Student Learning

Student Learning Summary

Shepard Elementary Goals Including HB3 Goals: Individual goals are set for each student group with the expectation of high standards as well as to narrow the gap between each group and the All Students group. If the student group is below the All Students group, that student group's goal for 2024 is to narrow the performance gap by half as well as meet the overall percentage increase in the STAAR Meets Grade Level performance required for the All Students group.

- MAP Growth Data - indicates a strong need for a focus on Math intervention and Enrichment
- STAAR Scores- indicates a strong need for a focus on Math intervention and Enrichment
- STAAR Gap Analysis- indicates a strong need for a focus on Math intervention and Enrichment

Student Learning Strengths

Projected Reading and Science STAAR scores indicate student strength. Reading and Science Scores were higher than math projections.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Math performance on district and state assessments is below reading and science achievement indicating a growth focus need. **Root Cause:** 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

School Processes & Programs

School Processes & Programs Summary

The administrative team is responsive and works in collaboration with the community and staff to create a safe collaborative learning environment for all students to be successful. Our campus has a diverse group of learners who access various programs that are specialized to meet their individual needs. In addition to the outstanding instructional program provided each day, Shepard offers many campus specialized programs. These include but are not limited to: Plano Academic Creative Education (PACE) for identified gifted and talented students; English as a Second Language (ESL); Technology in every classroom with one to one Chrome books; Science fair; Spelling Bee; Student Council; Pacesetters Club, Instructional Specialist; Dyslexia Specialist; Experiential Learning Classroom; Campus Assessment and Referral team; Special Education Inclusion; School Choir; Collin County Adventure camp (fifth-grade); cultural arts performances; Accelerated Reader Program; STEM activities, Art and Math nights; and PASAR after-school childcare.

School Processes & Programs Strengths

Social Emotional Learning is embedded into the schedule at Shepard. Teachers utilize enrichment and intervention times to meet the specific needs of learners. Teachers are given opportunities to discuss best practices. Mentor teachers provide support for new teachers and allow teachers opportunities to ask questions and express concerns. T-TESS, walk throughs, team planning, and PLCs support the notion of continuous improvement. Teachers are given the chance for professional development on a myriad of subjects and strategies by the district.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): A need exists to continue to improve collaborative planning based on the collaborative team framework and the PISD instructional model.

Root Cause: Teams need to continue to develop evidence based strategies for planning . Teams also have a need to focus learning through data analysis and action plan development. Teachers also indicate a need for communication between grade levels to help direct focus to skill deficit areas.

Perceptions

Perceptions Summary

The safety of our students, staff, and facilities is of the utmost importance at Shepard. In that regard, Plano ISD and Shepard Elementary have specific protocols to promote safety and security on our campus. Plano ISD has adopted the Standard Response Protocol (SRP) for use during emergency or critical incidents. Another protocol is the Standard Reunification Model used for reunifying parents and students during or following an incident. Everyone in the community is a part of keeping our campus safe. Students, staff, and parents can anonymously share safety and other concerns with school administrators at any time of day using a computer or mobile device. We are proud of the consistent and meaningful parent and teacher communication that happens throughout the school year. Teachers frequently communicate with parents and give positive feedback on their child's school day. Each grade level has their own communication system to facilitate the home-school connection. The campus also utilizes Facebook and other social media outlets to share all the wonderful events at Shepard.

Perceptions Strengths

Ethical behavior and respect for diversity at Shepard is one of our strongest beliefs. Each child is a valued learner with his/her own strengths and should be actively engaged in a caring, nurturing, and safe environment. Shepard is a school that fosters a sense of belonging and family. Social emotional learning is embedded throughout the day for all students. Teachers recognize that parental involvement is integral to the development of the whole child. The staff and the school community is dedicated to the development of the students. Overall, Faculty and staff believe the school to be safe and orderly. Overall, parents believe the school has the best interest of the students in mind. Students talk with their teachers about issues that arise.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: There is a need to improve parental involvement and school/parent collaboration with families of at risk learners so that we can better provide resources and education. **Root Cause:** Our testing data indicates that our at-risk learners are not meeting projected growth targets. Teachers discussed that some attempts at parental involvement have been unsuccessful. Teachers want to continue academic activity nights that were reinstated last year.

Priority Problem Statements

Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades.

Root Cause 1: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement.
2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

Problem Statement 1 Areas: Demographics

Problem Statement 2: Math performance on district and state assessments is below reading and science achievement indicating a growth focus need.

Root Cause 2: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement.
2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: A need exists to continue to improve collaborative planning based on the collaborative team framework and the PISD instructional model.

Root Cause 3: Teams need to continue to develop evidence based strategies for planning . Teams also have a need to focus learning through data analysis and action plan development. Teachers also indicate a need for communication between grade levels to help direct focus to skill deficit areas.

Problem Statement 3 Areas: School Processes & Programs

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: K-5 READING LANGUAGE ARTS

HB#3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Reading will increase from 68% in 2022 to 69% by June 2024. The Special Education student group performance will increase from 57% in 2022 to 63% by June 2024. The Economically Disadvantaged student group performance will increase from 47% in 2022 to 51% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 66% in 2022 to 67% 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 61% in 2022 to 65% by 2024.





The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 74% in 2022 to 75% by June 2024. The Special Education student group performance will increase from 40% in 2022 to 46% by June 2024. The Economically Disadvantaged student group performance will increase from 50% in 2022 to 54% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<p>Strategy 1: Utilize collaborative planning while implementing the district instructional model and collaborative team framework to enhance student learning and achievement.</p> <p>Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments.</p> <p>-Lesson plans will exhibit pre and post assessments, differentiation, evidence of using exit tickets, and routine use of various common formative assessments.</p> <p>-Teacher planning observations will show evidence of routine use data analysis to plan for instruction for all students.</p> <p>-Small group lessons will be developed to target growth needs and data from these lessons will display evidence of growth as measured by examination of lesson plans, teacher walk-through data, and performance data.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, classroom teachers, team leaders</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Demographics 1 - School Processes & Programs 1</p>	Formative		Summative
	Nov	Feb	June

Strategy 2 Details		Reviews		
Strategy 2: Guide students in a SMART Goals (Specific, Measurable, Attainable, Relevant, Time-Bound) setting and achievement process. Strategy's Expected Result/Impact: -Student growth data on state and district assessments will indicate an improvement in academic achievement. -Walk-through data will indicate that student learning objectives are routinely clearly displayed in classrooms. -Data will indicate students are be able to state and share goals (smaller goals and overarching goal). -Student data will display student involvement in goal tracking. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 1		Formative		Summative
		Nov	Feb	June
Strategy 3 Details		Reviews		
Strategy 3: Collaborative planning teams will use data analysis to develop and adjust instructional action plans. Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments. -Documentation will show developed individualized action plans for targeted students based on data analysis. -Students will be monitored for progress, and plans will be adjusted to better target learning needs. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 1 - School Processes & Programs 1		Formative		Summative
		Nov	Feb	June

Strategy 4 Details	Reviews		
Strategy 4: Grade level collaborative teams will provide differentiated instruction to meet the needs of all students. Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments. -Lesson plans will strategically scaffold instruction for all learners. -Student data profiles will be used to approach instruction in the various ways that students learn. -Assessment data and student work/responses will be used to target individual needs of learners. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 1 - School Processes & Programs 1	Formative		Summative
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Strategy 5 Details	Reviews		
Strategy 5: Utilize the district provided opportunities for extended planning to increase collaborative planning opportunities and help students meet expected growth measures. Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments. -Data will indicate the use of extended planning opportunities provided by the district Staff Responsible for Monitoring: Principal, Assistant Principal, Team Leaders TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 1 - School Processes & Programs 1	Formative		Summative
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<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 1 Problem Statements:

Demographics
Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. Root Cause: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.
School Processes & Programs
Problem Statement 1: A need exists to continue to improve collaborative planning based on the collaborative team framework and the PISD instructional model. Root Cause: Teams need to continue to develop evidence based strategies for planning . Teams also have a need to focus learning through data analysis and action plan development. Teachers also indicate a need for communication between grade levels to help direct focus to skill deficit areas.

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: K-5 MATHEMATICS

HB3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 50% in 2022 to 53% by June 2024. The Special Education student group performance will increase from 71% in 2022 to 77% by June 2024. The Economically Disadvantaged student group performance will increase from 20% in 2022 to 25% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 46% in 2022 to 49% 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 39% in 2022 to 44% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 45% in 2022 to 48% by June 2024. The Special Education student group performance will increase from 10% in 2022 to 16% by June 2024. The Economically Disadvantaged student group performance will increase from 30% in 2022 to 35% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details		Reviews		
Strategy 1: Utilize collaborative planning while implementing the district instructional model and collaborative team framework to enhance student learning and achievement. Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments. -Lesson plans will exhibit pre and post assessments, differentiation, evidence of using exit tickets, and routine use of various common formative assessments. -Teacher planning observations will show evidence of routine use data analysis to plan for instruction for all students. -Small group lessons will be developed to target growth needs and data from these lessons will display evidence of growth as measured by examination of lesson plans, teacher walk-through data, and performance data. Staff Responsible for Monitoring: Principal, Assistant Principal, classroom teachers, team leaders TEA Priorities: Build a foundation of reading and math Problem Statements: Demographics 1 - Student Learning 1 - School Processes & Programs 1		Formative		Summative
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Strategy 2 Details		Reviews		
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Strategy 5: Utilize the district provided opportunities for extended planning to increase collaborative planning opportunities and help students meet expected growth measures. Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments.	Formative		Summative
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-Data will indicate the use of extended planning opportunities provided by the district
Staff Responsible for Monitoring: Principal, Assistant Principal, Team Leaders

TEA Priorities:

Build a foundation of reading and math

Problem Statements: Demographics 1 - School Processes & Programs 1



No Progress



Accomplished



Continue/Modify



Discontinue

Performance Objective 2 Problem Statements:

Demographics

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School Processes & Programs

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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: K-5 SCIENCE

The percent of 5th grade students that score Meets grade level or above on STAAR Science will increase from 51% in 2022 to 54% by June 2024. The Special Education student group performance will increase from 20% in 2022 to 26% by June 2024. The Economically Disadvantaged student group performance will increase from 20% in 2022 to 25% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details		Reviews		
Strategy 1: Utilize collaborative planning while implementing the district instructional model and collaborative team framework to enhance student learning and achievement. Strategy's Expected Result/Impact: -Data sources will display student growth as measured by district and state assessments. -Lesson plans will exhibit pre and post assessments, differentiation, evidence of using exit tickets, and routine use of various common formative assessments. -Teacher planning observations will show evidence of routine use data analysis to plan for instruction for all students. -Small group lessons will be developed to target growth needs and data from these lessons will display evidence of growth as measured by examination of lesson plans, teacher walk-through data, and performance data. Staff Responsible for Monitoring: Principal, Assistant Principal, classroom teachers, team leaders Problem Statements: Demographics 1 - School Processes & Programs 1		Formative		Summative
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Strategy 3 Details		Reviews		
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<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 3 Problem Statements:

Demographics
Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. Root Cause: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.
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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.

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: Design and implement a positive reinforcement plan to improve school attendance. Strategy's Expected Result/Impact: -Schoolwide reinforcers for strong attendance or attendance improvement. -Individual positive reinforcement plans that target specific students' and parents' needs and preferences. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers Problem Statements: Demographics 1	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Follow the tiered interventions to address chronic absenteeism in the MTSS framework. Strategy's Expected Result/Impact: -We will monitor attendance regularly and contact parents per district guidelines to send notifications and hold parent meetings to set goals aimed at improving student attendance. Staff Responsible for Monitoring: Principal, Assistant Principal, MTSS Team, Teachers Problem Statements: Demographics 1	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 1 Problem Statements:

Demographics

Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. **Root Cause:** 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

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: Campus staff will review behavioral data and develop plans to address specific targeted behaviors, with special attention to positive behavior supports that promote positive behavior in all aspects of the school setting and to determine interventions to be utilized to prevent misconduct. Strategy's Expected Result/Impact: -Schoolwide data will show a reduction in misconduct. -Positive behavior support programs will be implemented in the school. -Positive behavior plans will be implemented for students with behavioral growth needs. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers Problem Statements: Demographics 1		Formative		Summative
		Nov	Feb	June

Strategy 2 Details		Reviews		
Strategy 2: Teachers will review clearly defined school wide expectations for behavior and review the guidelines for success with students during the first week of school. The lessons will be taught through a variety of methods including explicit instruction, modeling, and practicing. These lessons will be retaught throughout the school year as needed. Strategy's Expected Result/Impact: -Schoolwide data will show a reduction in misconduct -Students will be formally taught procedures. -Procedures will be reviewed at strategic times during the school year. Staff Responsible for Monitoring: Principal, Assistant Principal, Teachers Problem Statements: Demographics 1		Formative		Summative
		Nov	Feb	June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. Root Cause: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

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		
Strategy 1: The Campus Administrative team will ensure that after each discipline referral for drugs or alcohol a Student Support Team referral will be initiated. The team will meet to create a Student Support Plan that will include clear and measurable goals, evidence based strategies and/or interventions, assigned intervention support person, intentional times for intervention implementation and timelines. Strategy's Expected Result/Impact: -Data will indicate positive/preferable measurements related to drugs/alcohol. -Students and families will receive supports as needed. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Teachers Problem Statements: Demographics 1	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: After each discipline referral regarding drugs or alcohol the counselor will connect with the student and family to provide resources regarding substance use and abuse. Strategy's Expected Result/Impact: -Data will indicate positive/preferable measurements related to drugs/alcohol.	Formative		Summative
	Nov	Feb	June

<p>-Students and families will receive supports as needed.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor</p> <p>Problem Statements: Demographics 1</p>			
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. Root Cause: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.</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 4: The district will reduce the number of bullying (PEIMS Code 61) incidents by 10% based on the 2022-23 baseline. Each campus will reduce the number of incidents by 10% or at least 1 incident based on their 22-23 baseline.

Strategy 1 Details	Reviews		
Strategy 1: Teachers will teach students the difference between bullying and conflict, how to report bullying, and what an imbalance of power is. Strategy's Expected Result/Impact: -Data will indicate a reduction in bullying incidents. -Students will be better informed and equipped regarding bullying. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Teachers Problem Statements: Demographics 1	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Counselors will provide lessons so that students understand what bullying is, how to resolve conflicts, how to report bullying, and how to be an upstander. Strategy's Expected Result/Impact: -Data will indicate a reduction in bullying incidents. -Students will be better informed and equipped regarding bullying. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor, Teachers Problem Statements: Demographics 1	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Performance Objective 4 Problem Statements:

Demographics
Problem Statement 1: A gap exists between economically disadvantaged students and all students at the "Meets" and "Masters" level of math and reading scores in 3rd, 4th and 5th grades. Root Cause: 1. We need to increase teacher knowledge and experience regarding how to analyze, comprehend, and effectively utilize data in order to improve student achievement. 2. We need to continue to improve the efficacy of our collaborative planning to meet the individual learning needs of all students.

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		
Strategy 1: The threat assessment team is trained and understands the purpose of conducting the threat assessment protocols. Strategy's Expected Result/Impact: -Data indicates that needed threat assessments are completed. -Required training is completed. Staff Responsible for Monitoring: Threat assessment team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: The staff is trained and understands the threat assessment process and suicidal protocols to ensure that all students exhibiting threatening or suicidal behaviors are reported for further action. Strategy's Expected Result/Impact: -Data indicates that needed threat assessments are completed. -Students receive the supports needed to maintain student safety. Staff Responsible for Monitoring: Threat Assessment Team, Teachers	Formative		Summative
	Nov	Feb	June
<div>  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