

Plano Independent School District

Thomas Elementary

2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

At Thomas Elementary, we celebrate diversity and are committed to providing excellence in education for all students. We empower our students to be caring, responsible, life-long learners with big dreams.

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Priority Problem Statements

Problem Statement 1: The 2022 STAAR Reading scores for Thomas elementary indicate there is a large difference between the district average 84% compared to the Thomas average of approaches of 73%.

Root Cause 1: Inconsistency with opportunities for observation, collaboration, and feedback to develop teacher efficacy.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: The 2022 STAAR Math scores for Thomas elementary indicate there is a large difference between the district average 77% compared to the Thomas average of approaches of 57%.

Root Cause 2: Students are not consistently using foundational/prerequisite skills needed to be successful.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: 3rd grade math had 98% of Projected Growth Met from Fall to Spring MAP (Quintile 4: 88%; Quintile 5: 80%).

Root Cause 3: Students are not consistently using foundational/prerequisite skills needed to be successful.

Problem Statement 3 Areas: Student Learning

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 42% in 2022 to 43% 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 43% in 2022 to 47% by 2024.





The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 59% in 2022 to 60% by June 2024. The Special Education student group performance will increase from 44% in 2022 to 50% by June 2024. The Economically Disadvantaged student group performance will increase from 51% in 2022 to 57% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 56% in 2022 to 57% by June 2024. The Special Education student group performance will increase from xx% in 2022 to xx% by June 2024. The Economically Disadvantaged student group performance will increase from xx% in 2022 to xx% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
Strategy 1: Use of substitutes for extended planning Strategy's Expected Result/Impact: Teachers will be able to have more time to plan, look at data and student samples Staff Responsible for Monitoring: Principal Funding Sources: - 282 ESSER III - \$12,000	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Increase the use of research-based instructional methods and best practices in Tier 1 instruction that will boost language support and reinforce language structures. Strategy's Expected Result/Impact: Consistency with walkthrough observations and feedback to teachers to increase teacher efficacy. Updated building-wide walkthrough form and use IS team in conjunction with admin. to provide feedback to teachers Universal lesson plan template consistently used by all grade levels Staff Responsible for Monitoring: Administration Team, Instructional Support Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June

Strategy 3 Details		Reviews		
Strategy 3: Thomas will purchase Flocabulary Plus software to help our students improve their reading skills Strategy's Expected Result/Impact: Teachers will utilize Flocabulary Plus to enhance reading instruction. Staff Responsible for Monitoring: Administration Team, Instructional Support Team TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: Flocabulary Plus Software - 211 Title I, Part A - \$3,765		Formative		Summative
		Nov	Feb	June
<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>				

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

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

1.2 Strategic Plan - Develop and deliver systems for learning that articulate expectations and provide support for all staff, campus administrators and district office leaders to ensure engaging, high levels of learning for all students.

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

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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 2: K-5 MATHEMATICS

HB3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 31% in 2022 to 34% by June 2024. The Special Education student group performance will increase from 25% in 2022 to 31% by June 2024. The Economically Disadvantaged student group performance will increase from 28% in 2022 to 33% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 34% in 2022 to 37% by June 2024. The Special Education student group performance will increase from 28% in 2022 to 34% by June 2024. The Economically Disadvantaged student group performance will increase from 29% in 2022 to 34% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 33% in 2022 to 36% 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 35% in 2022 to 40% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details	Reviews		
Strategy 1: Expand teacher use of research-based instructional methods/best practices Strategy's Expected Result/Impact: Use formative (CFA) or summative assessment implementation, analysis, and tracking of standards growth. Use of district-provided Campus CFA Tracking Document - sample, carefully monitor affected group. Training for new teachers and returning teachers on how to use data. Designated data room which will include data resources. Staff Responsible for Monitoring: Administration Team, Instructional Support Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Strengthen the collaborative team process with a focus on big-picture planning and analyzing formative data gathered during Tier 1 to adjust instruction and plan for intervention/enrichment. Strategy's Expected Result/Impact: Increased performance in Math in grades K-5 Increased teacher knowledge and implementation of effective tier 1 Math instruction done with fidelity. Effective Number Talks Classroom visits indicating effective tier 1 math instruction done with fidelity. Walkthrough feedback focused on the implementation of effective tier 1 Math instruction. Staff Responsible for Monitoring: Administration and Instructional Support Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

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

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

1.2 Strategic Plan - Develop and deliver systems for learning that articulate expectations and provide support for all staff, campus administrators and district office leaders to ensure engaging, high levels of learning for all students.

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

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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 20% in 2022 to 23% 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 13% in 2022 to 18% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details	Reviews		
Strategy 1: Increased teacher knowledge and implementation of effective Tier I, targeted Tier 2 and Tier 3 reading instruction and interventions done with fidelity. Strategy's Expected Result/Impact: Extended planning time for big-picture planning and discussion of formative assessments to interpret data from Tier I instruction. Coaching Support and opportunities for observation and collaboration. Training and use of effective strategies to develop criteria for students' success, check for understanding, reteach as needed, and continually evaluate and change based on specific criteria, assessments, and data. Staff Responsible for Monitoring: Administration and Instructional Support Team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Expose students to science content through hands-on, real-world learning experiences. Strategy's Expected Result/Impact: Increase student engagement and interest in STEM-related career fields. Staff Responsible for Monitoring: Admin Team, AVID coordinator TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 Title I, Part A - \$1,012.50	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

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

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

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

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

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

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

Performance Objective 1: Plano ISD will increase the four-year graduation rate for Hispanic students from 90.3% for the class of 2021 to 91.4% or higher for the class of 2024-2027 with the long term goal to be at 98%.

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.

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

Performance Objective 2: Plano ISD will increase the four-year graduation rate for Two or More Races students from 92.0% for the class of 2021 to 93.24% or higher for the class of 2024-2027 with the long term goal to be at 98%.

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).

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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 3: Plano ISD will increase the four-year graduation rate for EB/EL Current and Monitored from 84.2.0% for the class of 2021 to 86% or higher for the class of 2024-2027 with the long term goal to be at 98%.

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.

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Performance Objective 4: Plano ISD will increase the four-year graduation rate for Special Education students from 80.1% for the class of 2021 to 85.8% or higher for the class of 2024-2027 with the long term goal to be at 98%.

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 5: SAT (11th Grade)

The percentage of 11th grade students who meet the CCR Standard on SAT Math will increase from 52% in 2023 to 56% by 2024. The percentage of 11th grade students who meet the CCR Standard on SAT Evidence-Based Reading and Writing will increase from 70% in 2023 to 71% by 2024.

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 6: PSAT/NMSQT (10th Grade)

The percentage of 10th grade students who meet the CCR Standard on PSAT/NMSQT Math will increase from 52% in 2023 to 56% by 2024. The percentage of 10th grade students who meet the CCR Standard on PSAT/NMSQT Evidence-Based Reading and Writing will increase from 66% in 2023 to 68% by 2024.

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 7: MAP SAT BENCHMARKS (8th Grade)

The percentage of 8th grade students projected to meet the CCR Standard on MAP Math will increase from 51% in 2023 to 60% by 2024. The percentage of 8th grade students who meet the CCR Standard on MAP Reading will increase from 67% in 2023 to 68% by 2024.

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.

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.

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

2023-2024 SBIC

Committee Role	Name	Position
Administrator	Zack Pruett	Principal
Administrator	Bridgett Prather	Assistant Principal
District-level Professional	Jeanna Davis	Administrative Assistant SLI
Office Manager	Mirna Avila	Office Manager
District-level Professional	Ginger Teaff	Curriculum Specialist
District-level Professional	Leah Herrema	Instructional Technology
Classroom Teacher	Kristen Bell	Special Education Teacher
Classroom Teacher	Jacob Gnew	5th-grade teacher
Classroom Teacher	Jessica Bates	2nd-grade Teacher
Parent/Teacher	Jessica Pagan	4th-grade Bilingual Teacher & Parent
Non-classroom Professional	Meaghan Tichenor	School Counselor
Non-classroom Professional	Tamika Waller	Intervention Teacher
Non-classroom Professional	Daniela Kerpens	Intervention Teacher
Non-classroom Professional	Geva Martinez	ESOL Teacher
Paraprofessional	Rebecca Reveles	Campus Secretary & Parent
Community Representative	Kim Donahue	Community Representative
Community/Business Representative	Daniel So	Community Representative & Parent
Parent	David Kelly	Parent
Parent	Danielle Harris	Parent

Campus Funding Summary

199 State Comp Ed					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$8,190.00
+/- Difference					\$8,190.00
199 Bilingual/ESL/ELL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,812.00
+/- Difference					\$1,812.00
211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Flocabulary Plus Software		\$3,765.00
1	3	2			\$1,012.50
Sub-Total					\$4,777.50
Budgeted Fund Source Amount					\$380,380.00
+/- Difference					\$375,602.50
282 ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$12,000.00
Sub-Total					\$12,000.00
Budgeted Fund Source Amount					\$6,655.00
+/- Difference					-\$5,345.00
Grand Total Budgeted					\$397,037.00
Grand Total Spent					\$16,777.50
+/- Difference					\$380,259.50

Addendums

HB3 Campus Goals - All Grades STAAR at Meets Standard

Thomas

2022 Rates: Based on percent of students at STAAR All Grades Meets Grade Level standard on Accountability Subset based on Domain 1 Rules.

2022 Number Tested: If students at Meets standard is less than 5, the number of students tested is not displayed for masking rules.

Campus 2027 Goal for each student group based on the increase for each group required at the district level.

Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Reading

Grade 3

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	17	46	12	0	3	0	20	61	2	43	66	15	81
2022	29	37	67		67		30	43	100	40	44	33	42
2023	31	39	68		68		33	45	100	42	45	34	43
2024	33	41	68		68		36	47	100	44	45	36	43
2025	35	43	69		69		40	49	100	47	46	38	44
2026	39	47	71		71		46	53	100	51	48	41	46
2027	43	51	72		72		53	57	100	56	49	44	47

HB3 Campus Goals - All Grades STAAR at Meets Standard

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Reading												Grade 4	
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	17	46	19	0	4	0	18	59	7	43	66	21	87
2022	41	54	84		75		44	51	71	56	64	43	59
2023	43	56	85		76		47	53	72	58	65	44	60
2024	45	58	85		76		50	55	72	60	65	46	60
2025	47	60	86		77		54	57	73	63	66	48	61
2026	51	64	88		79		60	61	75	67	68	51	63
2027	55	68	89		80		67	65	76	72	69	54	64

HB3 Campus Goals - All Grades STAAR at Meets Standard

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Reading

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	10	39	10	0	2	0	13	46	2	33	52	12	64
2022	50	54	50		100		23	59	0	48	54	67	56
2023	52	56	51		100		26	61	1	50	55	68	57
2024	54	58	51		100		29	63	1	52	55	70	57
2025	56	60	52		100		33	65	2	55	56	72	58
2026	60	64	54		100		39	69	4	59	58	75	60
2027	64	68	55		100		46	73	5	64	59	78	61

HB3 Campus Goals - All Grades STAAR at Meets Standard

Thomas

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Reading												All Grades	
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	44	131	41	0	9	0	51	166	11	119	184	48	232
2022	39	48	71		78		33	50	64	48	54	46	52
2023	41	50	72		79		36	52	65	50	55	47	53
2024	43	52	72		79		39	54	65	52	55	49	53
2025	45	54	73		80		43	56	66	55	56	51	54
2026	49	58	75		82		49	60	68	59	58	54	56
2027	53	62	76		83		56	64	69	64	59	57	57

HB3 Campus Goals - All Grades STAAR at Meets Standard

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Math

Grade 3

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	17	46	12	0	3	0	20	61	2	43	66	15	81
2022	24	28	50		33		25	28	100	33	36	7	31
2023	27	30	51		34		28	30	100	35	37	9	32
2024	30	33	53		36		31	33	100	37	39	11	34
2025	33	37	55		38		35	37	100	40	41	14	36
2026	39	41	57		40		40	41	100	44	43	18	38
2027	45	47	60		43		47	47	100	49	46	23	41

HB3 Campus Goals - All Grades STAAR at Meets Standard

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Math												Grade 4	
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	17	46	19	0	4	0	18	59	7	43	66	21	87
2022	6	35	58		50		28	29	57	40	41	14	34
2023	9	37	59		51		31	31	58	42	42	16	35
2024	12	40	61		53		34	34	60	44	44	18	37
2025	15	44	63		55		38	38	62	47	46	21	39
2026	21	48	65		57		43	42	64	51	48	25	41
2027	27	54	68		60		50	48	67	56	51	30	44

HB3 Campus Goals - All Grades STAAR at Meets Standard

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Math

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	10	39	10	0	2	0	13	46	2	33	52	12	64
2022	10	41	20		0		23	35	0	42	35	25	33
2023	13	43	21		1		26	37	1	44	36	27	34
2024	16	46	23		3		29	40	3	46	38	29	36
2025	19	50	25		5		33	44	5	49	40	32	38
2026	25	54	27		7		38	48	7	53	42	36	40
2027	31	60	30		10		45	54	10	58	45	41	43

HB3 Campus Goals - All Grades STAAR at Meets Standard

Thomas

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Math											All Grades		
Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	44	131	41	0	9	0	51	166	11	119	184	48	232
2022	14	34	46		33		25	30	55	38	38	15	33
2023	17	36	47		34		28	32	56	40	39	17	34
2024	20	39	49		36		31	35	58	42	41	19	36
2025	23	43	51		38		35	39	60	45	43	22	38
2026	29	47	53		40		40	43	62	49	45	26	40
2027	35	53	56		43		47	49	65	54	48	31	43

HB3 Campus Goals - All Grades STAAR at Meets Standard

Thomas

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Target for interim years based achieving increases of 12% in 2023, 15% in 2024, 18% in 2025, 25% in 2026, and 30% in 2027 of the required overall increase from 2022 to 2027.

Science 5

Grade 5

Year	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Special Ed.	Eco Disadv.	Former Spec. Ed.	EL Current	Cont. Enrolled	Non-Cont.	All
2022 # of Students	10	39	10	0	2	0	13	46	2	33	52	12	64
2022	10	15	20		50		23	13	0	12	19	25	20
2023	13	17	21		51		26	15	1	14	20	27	21
2024	16	20	23		53		29	18	3	16	22	29	23
2025	19	24	25		55		33	22	5	19	24	32	25
2026	25	29	27		57		38	27	8	23	26	36	27
2027	31	35	30		60		45	33	12	28	29	40	30

CAMPUS APPENDIX

STATE MANDATES IMPLEMENTATION REFERENCE

Texas law and Board Policies mandate the following be addressed with strategies for improving student performance. To increase the LEA's ability to focus on a limited number of targeted initiatives in this improvement plan, the LEA will plan, implement, monitor and evaluate the following mandates through other procedures and practices. When requested, the LEA Person Responsible will report progress to the site-based committee.

LEA Person Responsible for update	Mandate	Reference	Location of Documentation
Principal, Executive Director for Student & Family Services	Bullying Staff Prevention <ul style="list-style-type: none"> Identify high risk areas Monitor high risk areas Follow campus rules/expectations Staff Education <ul style="list-style-type: none"> Participate in annual staff training on bullying/sexual harassment/suicide prevention/trauma informed practices/human trafficking Review referral process Staff Intervention <ul style="list-style-type: none"> Establish recommended intervention strategies for classroom/campus Implement campus referral plan Utilize Discipline Management strategies Student Prevention <ul style="list-style-type: none"> Clearly state student expectations/campus rules/citizenship Monitor high risk areas Student Education <ul style="list-style-type: none"> Explain referral process/contacts Anonymous Tip Line Student Intervention <ul style="list-style-type: none"> Apply classroom interventions 	TEC 11.252(a)(3)(E)	The school will follow the Student Handbook and Board Policies: FFI, FDB, FFF, FFH, FO, CQA, and FFB.

	<ul style="list-style-type: none"> • Employ discipline interventions • Use other intervention strategies as necessary/appropriate • Conference with parents/students 		
Principal, District Coordinator K-12 Health and Physical Education, District Health Services	<p>Coordinated Health Program</p> <p>Coordinated School Health</p> <ul style="list-style-type: none"> • K-8 Designate a Campus Wellness Captain and establish a Campus Wellness Team; set meetings, establish measurable goals and document progress toward goal completion. Campus Wellness Plan • K-8 Include at least one Parent on Campus Wellness Team. • K-8 Ensure that all components of the Coordinated School Health curriculum are delivered in an appropriate setting, i.e. classroom component requires use of a classroom. • K-8 Create a Coordinated School Health bulletin board inside the school building for students, staff and parents to view. • K-8 Notify parents/community members of Family Wellness Nights/Health Fairs through use of marquee, newsletter, web page, and/or myPISD. <p>Fitness</p> <ul style="list-style-type: none"> • 3-8 Pre and Post Assess all eligible students using fitness test components. • 4th and 7th Ensure all data for 3rd - 8th grade students is entered on timely basis, fitness report cards are printed (4th grade and 7th grade) and sent to parents or linked through myPISD. Include at least one Parent on Campus Wellness Team. <p>Physical Activity Requirements</p> <ul style="list-style-type: none"> • K-8 Campuses Only: Ensure students are receiving required physical education classes/minutes for each school year and achieving moderate to vigorous physical activity (MVPA) 50% of the physical education class period. 	TEC 11.253(d) Board Policy FFA(Local)	The school will follow Board Policies: FFA and EHAA.

	<ul style="list-style-type: none"> • K-8 Measure MVPA and physical activity time using pedometers and heart rate monitors. • K-8 Ensure physical education staff is using a sequential and developmentally appropriate curriculum which has students active at least 70%-90% of class time. • K-5 Ensure students are receiving daily unstructured play during recess. • K-5 Encourage opportunities for brain breaks and short activity breaks throughout the day. <p>Attendance</p> <ul style="list-style-type: none"> • K-8 Monitor attendance of students and follow up on prominent and chronic absences. 		
Principal, Human Resources	<p>Recruiting Certified Teachers and Highly-Qualified Paraprofessionals</p> <ul style="list-style-type: none"> • Local on-going high quality professional development based on campus needs or district identified needs is provided to all teachers in all core subject areas. • Funding source: State and Local 	ESSA	
Principal, Executive Director for Student and Family Services	<p>Parent Involvement</p> <ul style="list-style-type: none"> • Require all parents to register students via Parent Portal in order to have access to eNews, grades, attendance, and other electronic information. Funding Sources: SCE, Title I and Local • Identify parents without computer/Internet access and offer assistance through the District Mobile Technology Lab for parent education and access. Funding Sources: SCE, Title I and Local • Upgrade and maintain the campus website for easy access and increased communication with the community. Funding source: State and Local • Communicate information through eNews and through hard copies when Internet access is not available. Funding source: State and Local 		

	<ul style="list-style-type: none">• Utilize social media to keep parents and community informed. Funding source: State and Local• PTA representative meets with the principal on a monthly basis to gain insight to student/parent needs. Funding source: State and Local• Partner with PTA to offer parental programs on a variety of topics (academic, social, etc...). Funding source: State and Local• Parent Education programs focused on relevant topics of interest will be available upon request by any campus or PTA		
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