

Plano Independent School District
Mathews Elementary
2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

At Mathews, We empower and support the whole child to think critically, creatively and collaboratively. As a community, we foster relationships in a safe and secure environment.

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Priority Problem Statements

Problem Statement 1: All students are not making expected progress in reading, as evidenced by MAP and MCLASS reports.

Root Cause 1: Students are not engaged in learning

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Students in all quintiles are not meeting growth expectations in math, as evidenced by MAP Projected growth reports.

Root Cause 2: There is a need for differentiation

Problem Statement 2 Areas: Student Learning

Problem Statement 3: Preliminary STAAR data for performance in science does not align to science MAP projections.

Root Cause 3: Science Lessons are concept driven rather than application driven

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.

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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 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 79% in 2022 to 81% 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 60% in 2022 to 64% by 2024.

The percent of 4th 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 62% in 2022 to 68% by June 2024. The Economically Disadvantaged student group performance will increase from 70% in 2022 to 74% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 92% in 2022 to 93% by June 2024. The Special Education student group performance will increase from 64% in 2022 to 70% by June 2024. The Economically Disadvantaged student group performance will increase from 85% in 2022 to 89% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<p>Strategy 1: Teacher teams will utilize the Mathews Snapshot and Collaborative Team Framework through PLC meetings and extended planning to review and interpret data, develop lessons, engage students, and determine interventions and extensions including differentiation for all students.</p> <p>Strategy's Expected Result/Impact: Across disciplines teachers will be able to maximize instructional opportunities with targeted objectives that will specifically meet the needs of students to maximize growth. As measured by district and state assessments.</p> <p>Staff Responsible for Monitoring: Campus Instructional Leaders, Team Leaders, and Grade Level PLCs.</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<p>Strategy 2: Teachers will participate in instructional rounds to observe strategies connected to the Mathews snapshot and to discuss effective teaching.</p> <p>Strategy's Expected Result/Impact: Teachers will have the opportunity to observe and collaborate about effective instruction, increasing their capacity as lead learners.</p> <p>Staff Responsible for Monitoring: Campus Instructional Leaders, Team Leaders, and Grade Level PLCs.</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>			

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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.

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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 61% in 2022 to 64% 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 50% in 2022 to 52% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 70% in 2022 to 73% 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 50% in 2022 to 55% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 86% in 2022 to 89% by June 2024. The Special Education student group performance will increase from 27% in 2022 to 33% by June 2024. The Economically Disadvantaged student group performance will increase from 75% in 2022 to 80% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

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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 78% in 2022 to 81% by June 2024. The Special Education student group performance will increase from 27% in 2022 to 33% by June 2024. The Economically Disadvantaged student group performance will increase from 70% in 2022 to 75% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details	Reviews		
<p>Strategy 1: Teacher teams will utilize the Mathews Snapshot and Collaborative Team Framework through PLC meetings and extended planning to review and interpret data, develop lessons, engage students, and determine interventions and extensions including differentiation for all students.</p> <p>Strategy's Expected Result/Impact: Across disciplines teachers will be able to maximize instructional opportunities with targeted objectives that will specifically meet the needs of students to maximize growth. As measured by district and state assessments.</p> <p>Staff Responsible for Monitoring: Campus Instructional Leaders, Team Leaders, and Grade Level PLCs.</p>	Formative		Summative
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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.

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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 95.99% or higher.

Evaluation Data Sources: Weekly attendance reports

Strategy 1 Details	Reviews		
<p>Strategy 1: Mathews will increase attendance rate through communications and parent education. Campus communications will promote in "Learning Ready by 7:40" in our parent newsletter. We will communicate and provide tips on getting students to school on time and emphasize the importance of attendance and its direct correlation to students' education.</p> <p>Strategy's Expected Result/Impact: Increase attendance</p> <p>Staff Responsible for Monitoring: Attendance Team</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.





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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: Mathews will use the PBIS system, common language, and common expectations in all areas of the school. Students' positive behaviors will be recognized through MAVS Cards that will be turned in for a weekly drawing on announcements to promote "Be Mindful, Achievers, Virtuous, and Special" behaviors. Teachers will utilize a system to reward positive behaviors and students can earn rewards when their name is drawn.</p> <p>Strategy's Expected Result/Impact: Decrease in 360 office referrals.</p> <p>Staff Responsible for Monitoring: PBIS team, campus leadership</p>	Formative		Summative
	Nov	Feb	June
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Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





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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: Students are educated through substance abuse during Red Ribbon Week. The School Counselor will also give lessons as needed to students and classes.</p> <p>Strategy's Expected Result/Impact: Increase of awareness on campus</p> <p>Staff Responsible for Monitoring: Campus counselor</p>	Formative		Summative
	Nov	Feb	June
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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: Mathews will use Character Strong for character education implementation in restorative practices to mediate and repair peer relationships and safety plans will be used to ensure that both parties feel safe at school.</p> <p>Strategy's Expected Result/Impact: Decrease in bullying investigations</p> <p>Staff Responsible for Monitoring: Campus leadership team, Grade level teachers</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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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 Mathews Threat Assessment Team will engage in district Threat Assessment required training during the school year. Strategy's Expected Result/Impact: knowledge of best practices Staff Responsible for Monitoring: Threat assessment team	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