

Plano Independent School District

Rasor Elementary

2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

Rasor Elementary, with the community, will give us a safe, caring place to learn and reach our dreams.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Priority Problem Statements	5
Goals	6
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.	7
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.	16
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.	17
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.	18
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	23
Campus Funding Summary	24
Addendums	26

Comprehensive Needs Assessment

Demographics

Demographics Summary

Rasor Elementary is a Kindergarten to 5th grade Title I campus in Plano ISD located in Plano, TX. The City of Plano is a part of the Dallas-Fort Worth Metropolitan area and is located approximately 20 miles North of downtown Dallas. Plano is one of the most populous and diverse cities in Texas and is home to many corporate headquarters and businesses. Rasor Elementary, located in Central Feeder pattern of Plano ISD, is predominantly a neighborhood school. Approximately 40% of the student population resides in the subdivisions surrounding the school. Additionally, there are 4 bus routes that bring students from 13 apartment complexes located within a 3-mile radius from the school. While Plano ISD overall is seeing a decline in the elementary age population, the student population at Rasor Elementary has stayed steady at approximately 450 students. This diverse campus has many student groups. The African American student population, currently the largest student population group at Rasor, has increased to 37.9% while the White student population has decreased from 28.4% to 20.6% within the last 3 years. Hispanic students, also a growing student group, account for 22.6% of the student population and Asian students for 11%.

Attendance rates at Rasor have stayed consistent. At 93.7%, the attendance rate is on par with District and State averages. Rasor Elementary's student groups include 18% English Learners, 5% Gifted and Talented, and 14% Special Education. Additionally, the District Free and Reduced % Report for the 2022 fiscal year shows that 62% of the student population at Rasor Elementary is Economically Disadvantaged.

Rasor Elementary School employs high-quality, talented staff. Rasor Elementary is fortunate to have a dedicated and increasingly diverse staff with a relatively low turnover rate among staff members. The campus frequently adds new employees due to the growth in student population.

Demographics Strengths

Attendance rate of 93.7%.

Well qualified and experienced teachers for our students.

Diversity in student population.

We celebrate diversity.

We build relationships through Community Circle every morning.

We make families feel welcome.

The Food For Kids program to support our students and community.

Title I Staff to provide greater support.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Attendance rates fell from 96% to 93% **Root Cause:** Parents may have difficulties getting their child to school on time, students with siblings may need to be dropped off at different times, sork schedules could also be a factor, transportation issues

Priority Problem Statements

Problem Statement 1: BOY math MAP shows less than 60% of students performing at approaches or above in 2nd-5th

Root Cause 1: Planning process for all teams is operating at the "Unpacking the Learning" stage Not focusing on the 3 essential components from the Plano Instructional Model (questioning, collaboration, complex tasks) Teachers are not always prepared and organized Teachers are doing 80% of the work (sit and get) Behavior strategies are being taught, but the follow through is not consistent

Problem Statement 1 Areas: Student Learning

Problem Statement 2: BOY reading MAP shows less than 60% of students performing at approaches or above in 2nd-5th

Root Cause 2: Planning process for all teams is operating at the "Unpacking the Learning" stage Not focusing on the 3 essential components from the Plano Instructional Model (questioning, collaboration, complex tasks) Teachers are not always prepared and organized Teachers are doing 80% of the work (sit and get) Behavior strategies are being taught, but the follow through is not consistent

Problem Statement 2 Areas: Student Learning

Problem Statement 3: BOY composite scores for 1st and 2nd grade mClass shows less than 50% of students performing at approaches or above

Root Cause 3: Planning process for all teams is operating at the "Unpacking the Learning" stage Not focusing on the 3 essential components from the Plano Instructional Model (questioning, collaboration, complex tasks) Teachers are not always prepared and organized Teachers are doing 80% of the work (sit and get) Behavior strategies are being taught, but the follow through is not consistent

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 35% in 2022 to 36% by June 2024. The Special Education student group performance will increase from 29% in 2022 to 35% by June 2024. The Economically Disadvantaged student group performance will increase from 32% in 2022 to 36% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 49% in 2022 to 50% 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 42% in 2022 to 46% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 65% in 2022 to 66% by June 2024. The Special Education student group performance will increase from 14% in 2022 to 20% by June 2024. The Economically Disadvantaged student group performance will increase from 61% in 2022 to 65% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
Strategy 1: Teachers will utilize 13 extended plannings to focus on math and reading planning to increase student STAAR performance. Strategy's Expected Result/Impact: Improved STAAR results Staff Responsible for Monitoring: Administration Staff Title I: 2.4, 2.5, 2.6	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Consistent and effectively planned balanced literacy instruction using district provided resources in every ELA classroom. Strategy's Expected Result/Impact: Increase in student achievement as measured by Reading Trackers, student growth in reading levels and MAP Increase in consistent guided reading groups as evidenced by observation Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialists, Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Use Edugence unit assessments for grades 3rd-5th to inform instruction Strategy's Expected Result/Impact: Increase in student achievement as measured by Reading Trackers, Unit Assessments, student growth in reading levels and MAP Increase in consistent guided reading groups as evidenced by observation Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialists, Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June

Strategy 4 Details	Reviews		
Strategy 4: Hire 2 full-time professional Title 1 teacher for instructional support and academic enrichment/interventions. Strategy's Expected Result/Impact: Increased student achievement as measured by Reading Records, Unit Assessments, MAP, STAAR Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Staffing - 211 Title I, Part A - \$190,000	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Hire 1 Title 1 paraprofessional for academic support/enrichment/interventions. Strategy's Expected Result/Impact: Increased student achievement as measured by Reading records, Unit Assessments, MAP, STAAR Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Staffing - 211 Title I, Part A - \$190,000	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: Rasor will focus on strengthening the home-school connection through virtual and in-person parent involvement events. Strategy's Expected Result/Impact: Increased school home partnerships/relationships Staff Responsible for Monitoring: Administrators Title I: 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June

Strategy 7 Details	Reviews		
Strategy 7: Utilize collaborative team processes with fidelity to consistently support PLC processes with teams. Strategy's Expected Result/Impact: Increase in student achievement as measured by CFAs, Unit Assessments, MAP, and mClass Increase the use of data protocol to effectively analyze data Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialists, Administrators Title I: 2.4, 2.5, 2.6	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.

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 29% in 2022 to 32% by June 2024. The Special Education student group performance will increase from 31% in 2022 to 37% by June 2024. The Economically Disadvantaged student group performance will increase from 21% in 2022 to 26% by 2024.





The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 39% in 2022 to 42% 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 28% in 2022 to 33% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 47% in 2022 to 50% by June 2024. The Special Education student group performance will increase from 14% in 2022 to 20% by June 2024. The Economically Disadvantaged student group performance will increase from 36% in 2022 to 41% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details	Reviews		
Strategy 1: Teachers will utilize 13 extended plannings to focus on math and reading planning to increase student STAAR performance. Strategy's Expected Result/Impact: Improved STAAR scores Staff Responsible for Monitoring: Administration Staff Title I: 2.4, 2.5, 2.6	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Consistent and effectively planned math instruction using district provided resources in every math classroom. Strategy's Expected Result/Impact: Increase in student achievement as measured by walkthrough data and MAP Increase in consistent number talks as evidenced by observation Staff Responsible for Monitoring: Classroom Teachers, Instructional specialists, Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Utilize collaborative team processes with fidelity to consistently support PLC processes with teams. Strategy's Expected Result/Impact: Increase in student achievement as measured by CFAs, unit assessments, and MAP Increase the use of data protocol to effectively analyze data Staff Responsible for Monitoring: Team Leaders, Instructional Specialists, Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June

Strategy 4 Details	Reviews		
Strategy 4: Hire 2 full-time professional Title 1 teachers for instructional support and academic enrichment/interventions. Strategy's Expected Result/Impact: Increased student achievement as measured by Unit Assessments, MAP, STAAR Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Staffing - 211 Title I, Part A - \$190,000	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Hire 1 Title 1 paraprofessional for academic support/enrichment/intervention Strategy's Expected Result/Impact: Increased student achievement as measured by Unit Assessments, MAP, STARR Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Staffing - 211 Title I, Part A - \$190,000	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: Rasor will focus on strengthening the home-school connection through virtual and in-person parent involvement events. Strategy's Expected Result/Impact: Increased home/school partnership/relationship Staff Responsible for Monitoring: Administrators Title I: 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </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.

1.4 Strategic Plan - Design student experiences to increase student agency and engagement in and out of the classroom.

1.7 DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC ELAR from 2022 baseline to 2024.

1.8 DIP - Plano ISD will increase student learning as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Math from 2022 baseline to 2024.

1.9 DIP - Plano ISD will increase student learning in Science as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR/EOC Science from 2022 baseline to 2024.

1.10 DIP - Plano ISD will increase student learning in Social Studies as evidenced by an increase in the percentage of students performing at the Meets grade level standard on STAAR 8 Social Studies from 2022 baseline to 2024.

Performance Objective 3: K-5 SCIENCE

The percent of 5th grade students that score Meets grade level or above on STAAR Science will increase from 40% in 2022 to 43% by June 2024. The Special Education student group performance will increase from 14% in 2022 to 20% by June 2024. The Economically Disadvantaged student group performance will increase from 39% in 2022 to 44% by 2024.

Evaluation Data Sources: 2024 STAAR Science

Strategy 1 Details	Reviews		
Strategy 1: Consistent and effectively planned science instruction using district provided resources in every science classroom. Strategy's Expected Result/Impact: Increased student achievement as measured in Unit Assessments, MAP, STAAR Staff Responsible for Monitoring: Classroom Teachers, Instructional Specialists, Administrators Title I: 2.4, 2.5, 2.6	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Utilize collaborative team processes with fidelity to consistently support PLC processes with teams Strategy's Expected Result/Impact: Increase in student achievement as measured by CFA's, unit assessments, and MAP Increase the use of data protocol to effectively analyze data Staff Responsible for Monitoring: Team Leaders, Instructional Specialists, Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Hire 2 full-time professional Title 1 teachers for instructional support and academic enrichment/interventions. Strategy's Expected Result/Impact: Increased student achievement in Unit Assessment, MAP STARR Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Staffing - 211 Title I, Part A - \$190,000	Formative		Summative
	Nov	Feb	June

Strategy 4 Details	Reviews		
Strategy 4: Hire 1 Title 1 paraprofessional for academic support/enrichment/interventions Strategy's Expected Result/Impact: Increased student achievement in Unit Assessments, MAP, STARR Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals Funding Sources: Staffing - 211 Title I, Part A - \$190,000	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Rasor will focus on strengthening the home-school connection through virtual and in-person parent involvement events. Strategy's Expected Result/Impact: Increased school/home partnership/relationship Staff Responsible for Monitoring: Administrators Title I: 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math	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.

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

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					\$2,240.00
+/- Difference					\$2,240.00
199 Bilingual/ESL/ELL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$450.00
+/- Difference					\$450.00
211 Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	4	Staffing		\$190,000.00
1	1	5	Staffing		\$190,000.00
1	2	4	Staffing		\$190,000.00
1	2	5	Staffing		\$190,000.00
1	3	3	Staffing		\$190,000.00
1	3	4	Staffing		\$190,000.00
Sub-Total					\$1,140,000.00
Budgeted Fund Source Amount					\$223,550.00
+/- Difference					-\$916,450.00
282 ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$6,215.00
+/- Difference					\$6,215.00

282 ESSER III					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Grand Total Budgeted					\$232,455.00
Grand Total Spent					\$1,140,000.00
+/- Difference					-\$907,545.00

Addendums

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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	23	19	13	1	6	0	14	44	2	12	39	27	66
2022	17	42	46	100	33		29	32	100	42	33	37	35
2023	19	44	47	100	34		32	34	100	44	34	38	36
2024	21	46	47	100	34		35	36	100	46	34	40	36
2025	23	48	48	100	35		39	38	100	49	35	42	37
2026	27	52	50	100	37		45	42	100	53	37	45	39
2027	31	56	51	100	38		52	46	100	58	38	48	40

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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 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	28	10	11	0	8	0	10	36	1	15	28	33	61
2022	46	20	73		62		20	42	0	60	57	42	49
2023	48	22	74		63		23	44	1	62	58	43	50
2024	50	24	74		63		26	46	1	64	58	45	50
2025	52	26	75		64		30	48	2	67	59	47	51
2026	56	30	77		66		36	52	4	71	61	50	53
2027	60	34	78		67		43	56	5	76	62	53	54

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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 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	26	10	14	0	8	0	7	33	3	11	29	33	62
2022	46	80	71		88		14	61	67	64	72	58	65
2023	48	82	72		89		17	63	68	66	73	59	66
2024	50	84	72		89		20	65	68	68	73	61	66
2025	52	86	73		90		24	67	69	71	74	63	67
2026	56	90	75		92		30	71	71	75	76	66	69
2027	60	94	76		93		37	75	72	80	77	69	70

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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												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	77	39	38	1	22	0	31	113	6	38	96	93	189
2022	38	46	63	100	64		23	43	67	55	52	46	49
2023	40	48	64	100	65		26	45	68	57	53	47	50
2024	42	50	64	100	65		29	47	68	59	53	49	50
2025	44	52	65	100	66		33	49	69	62	54	51	51
2026	48	56	67	100	68		39	53	71	66	56	54	53
2027	52	60	68	100	69		46	57	72	71	57	57	54

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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.

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	22	19	13	1	6	0	13	43	2	12	39	26	65
2022	9	42	38	0	50		31	21	100	42	31	27	29
2023	12	44	39	1	51		34	23	100	44	32	29	30
2024	15	47	41	3	53		37	26	100	46	34	31	32
2025	18	51	43	5	55		41	30	100	49	36	34	34
2026	24	55	45	7	57		46	34	100	53	38	38	36
2027	30	61	48	10	60		53	40	100	58	41	43	39

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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.

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	28	10	11	0	8	0	10	36	1	15	28	33	61
2022	32	20	73		50		20	28	0	60	50	30	39
2023	35	22	74		51		23	30	1	62	51	32	40
2024	38	25	76		53		26	33	3	64	53	34	42
2025	41	29	78		55		30	37	5	67	55	37	44
2026	47	33	80		57		35	41	7	71	57	41	46
2027	53	39	83		60		42	47	10	76	60	46	49

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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.

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	26	10	14	0	8	0	7	33	3	11	29	33	62
2022	15	40	79		75		14	36	67	64	62	33	47
2023	18	42	80		76		17	38	68	66	63	35	48
2024	21	45	82		78		20	41	70	68	65	37	50
2025	24	49	84		80		24	45	72	71	67	40	52
2026	30	53	86		82		29	49	74	75	69	44	54
2027	36	59	89		85		36	55	77	80	72	49	57

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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.

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	76	39	38	1	22	0	30	112	6	38	96	92	188
2022	20	36	63	0	59		23	28	67	55	46	30	38
2023	23	38	64	1	60		26	30	68	57	47	32	39
2024	26	41	66	3	62		29	33	70	59	49	34	41
2025	29	45	68	5	64		33	37	72	62	51	37	43
2026	35	49	70	7	66		38	41	74	66	53	41	45
2027	41	55	73	10	69		45	47	77	71	56	46	48

HB3 Campus Goals - All Grades STAAR at Meets Standard

Rasor

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.

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	26	10	14	0	8	0	7	33	3	11	29	33	62
2022	23	40	50		62		14	39	33	45	45	36	40
2023	26	42	51		63		17	41	34	47	46	38	41
2024	29	45	53		65		20	44	36	49	48	40	43
2025	32	49	55		67		24	48	38	52	50	43	45
2026	38	54	57		69		29	53	41	56	52	47	47
2027	44	60	60		72		36	59	45	61	55	51	50

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	<p>Bullying</p> <p>Staff Prevention</p> <ul style="list-style-type: none"> ● Identify high risk areas ● Monitor high risk areas ● Follow campus rules/expectations <p>Staff Education</p> <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 <p>Staff Intervention</p> <ul style="list-style-type: none"> ● Establish recommended intervention strategies for classroom/campus ● Implement campus referral plan ● Utilize Discipline Management strategies <p>Student Prevention</p> <ul style="list-style-type: none"> ● Clearly state student expectations/campus rules/citizenship ● Monitor high risk areas <p>Student Education</p> <ul style="list-style-type: none"> ● Explain referral process/contacts ● Anonymous Tip Line <p>Student Intervention</p> <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		
--	--	--	--