

**Plano Independent School District**  
**Bethany Elementary**  
**2023-2024 Improvement Plan**



**Board Approval Date:** October 3, 2023

# Mission Statement

The Bethany Community values the lifelong learning of each child by supporting individual social, emotional, ethical, and academic development.

## Vision

All Bethany students will be provided opportunities and challenges to maximize their learning socially, emotionally, and academically.

## Value Statement

We believe:

Collaborative relationships between school and home are essential to maximize student success.

It is fundamental for children to be empowered as problem solvers and creative thinkers.

In fostering an environment that protects the child's physical and emotional well-being.

Each student's unique qualities provide value to our school and community.

In utilizing best education practices to establish a strong academic foundation.

Our students deserve an atmosphere of excellence as modeled through our educational staff.

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# Priority Problem Statements

**Problem Statement 1:** Special Education students are not performing at the same level as their general education counterparts by a very large margin across 3rd-5th grades according to STAAR results.

**Root Cause 1:** Need for strong Tier 1 teaching and differentiation

**Problem Statement 1 Areas:** Student Learning

**Problem Statement 2:** Economically disadvantaged students are not performing at the same level as their non-economically disadvantaged counterparts by a very large margin across 3rd-5th grades according to STAAR results.

**Root Cause 2:** Need for strong Tier 1 teaching and differentiation

**Problem Statement 2 Areas:** Demographics

# 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 77% in 2022 to 78% 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 55% in 2022 to 59% by 2024.





The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 71% in 2022 to 72% by June 2024. The Special Education student group performance will increase from 33% in 2022 to 39% by June 2024. The Economically Disadvantaged student group performance will increase from 67% in 2022 to 71% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 77% in 2022 to 78% by June 2024. The Special Education student group performance will increase from 33% in 2022 to 39% by June 2024. The Economically Disadvantaged student group performance will increase from 60% in 2022 to 64% by 2024.

### HB3 Goal

**Evaluation Data Sources:** 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Utilize consistent graphic organizers across Kinder-5th grades. <b>Strategy's Expected Result/Impact:</b> Students will have a stronger understanding of how to best utilize graphic organizers for various types of writing and create more well-thought out final drafts. <b>Staff Responsible for Monitoring:</b> Instructional Specialist Grade-level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Utilize common formative assessments across Kinder-5th grades - utilize CFA's to group and regroup every 2-4 weeks. <b>Strategy's Expected Result/Impact:</b> Increase differentiation and intervention in order to increase achievement across all quintiles. <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist Grade level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Utilize consistent academic vocabulary across Kinder-5th grades. <b>Strategy's Expected Result/Impact:</b> Students will master academic vocabulary in the lower grades, which will lead to students' ability to utilize academic language in more abstract contexts in the upper grades. <b>Staff Responsible for Monitoring:</b> Instructional Specialist Grade-level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June

Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Every staff member will complete a minimum of 1 - 15 minutes instructional round each semester. <b>Strategy's Expected Result/Impact:</b> Staff will observe and become familiar with instructional best practices utilized throughout the building and utilize those strategies in their own classrooms to increase student achievement. <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Staff will utilize total participation strategies on a daily basis across all settings. <b>Strategy's Expected Result/Impact:</b> Every student will actively participate in lessons on a daily basis and be more engaged in the learning process. <b>Staff Responsible for Monitoring:</b> Grade level team leaders Classroom teachers  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
<b>Strategy 6:</b> Utilize extended planning time with PISD provided sub codes <b>Strategy's Expected Result/Impact:</b> Increased planning time for teachers to create targeted lesson plans for differentiation. <b>Staff Responsible for Monitoring:</b> Administration Team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

### Performance Objective 1 Problem Statements:

Demographics
<b>Problem Statement 1:</b> Economically disadvantaged students are not performing at the same level as their non-economically disadvantaged counterparts by a very large margin across 3rd-5th grades according to STAAR results. <b>Root Cause:</b> Need for strong Tier 1 teaching and differentiation
Student Learning
<b>Problem Statement 1:</b> Special Education students are not performing at the same level as their general education counterparts by a very large margin across 3rd-5th grades according to STAAR results. <b>Root Cause:</b> Need for strong Tier 1 teaching and differentiation

**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 69% in 2022 to 72% by June 2024. The Special Education student group performance will increase from 56% in 2022 to 62% by June 2024. The Economically Disadvantaged student group performance will increase from 45% in 2022 to 50% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 59% in 2022 to 62% 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 62% in 2022 to 65% by June 2024. The Special Education student group performance will increase from 33% in 2022 to 39% by June 2024. The Economically Disadvantaged student group performance will increase from 50% in 2022 to 55% by 2024.



## HB3 Goal

### Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Utilize manipulatives in Kinder-5th grades. <b>Strategy's Expected Result/Impact:</b> Students will have a stronger understanding of how to best utilize manipulatives for math, which will lead to stronger understanding of overarching math concepts. <b>Staff Responsible for Monitoring:</b> Instructional Specialist Grade level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Utilize common formative assessments across Kinder-5th grades - utilize CFA's to group and regroup every 2-4 weeks. <b>Strategy's Expected Result/Impact:</b> Increase differentiation and intervention in order to increase achievement across all quintiles. <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist Grade level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Utilize consistent academic vocabulary across Kinder-5th grades. <b>Strategy's Expected Result/Impact:</b> Students will master academic vocabulary in the lower grades, which will lead to students' ability to utilize academic language in more abstract contexts in the upper grades. <b>Staff Responsible for Monitoring:</b> Instructional Specialist Grade-level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Every staff member will complete a minimum of 1 - 15 minutes instructional round each semester. <b>Strategy's Expected Result/Impact:</b> Staff will observe and become familiar with instructional best practices utilized throughout the building and utilize those strategies in their own classrooms to increase student achievement. <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>

Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Staff will utilize total participation strategies on a daily basis across all settings. <b>Strategy's Expected Result/Impact:</b> Every student will actively participate in lessons on a daily basis and be more engaged in the learning process. <b>Staff Responsible for Monitoring:</b> Grade level team leaders Classroom teachers  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
<b>Strategy 6:</b> Staff will utilize basic math strategies (regrouping within all math calculations, understanding of fractions/decimals, etc....) - across Kinder-5th grades <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
<b>Strategy 7:</b> Utilize extended planning time with PISD provided sub codes <b>Strategy's Expected Result/Impact:</b> Increased planning time for teachers to create targeted lesson plans for differentiation. <b>Staff Responsible for Monitoring:</b> Administration Team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

### Performance Objective 2 Problem Statements:

Demographics
<b>Problem Statement 1:</b> Economically disadvantaged students are not performing at the same level as their non-economically disadvantaged counterparts by a very large margin across 3rd-5th grades according to STAAR results. <b>Root Cause:</b> Need for strong Tier 1 teaching and differentiation
Student Learning
<b>Problem Statement 1:</b> Special Education students are not performing at the same level as their general education counterparts by a very large margin across 3rd-5th grades according to STAAR results. <b>Root Cause:</b> Need for strong Tier 1 teaching and differentiation

**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 58% in 2022 to 61% by June 2024. The Special Education student group performance will increase from 17% in 2022 to 23% by June 2024. The Economically Disadvantaged student group performance will increase from 40% in 2022 to 45% by 2024.

**Evaluation Data Sources:** 2024 STAAR Science

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Utilize vertically aligned graphic organizers in Kinder-5th grades. <b>Strategy's Expected Result/Impact:</b> Students will have a stronger understanding of how to best utilize graphic organizers for the scientific process, which will allow students to delve more deeply into various topics in science. <b>Staff Responsible for Monitoring:</b> Instructional Specialist Grade level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Utilize common formative assessments across Kinder-5th grades - utilize CFA's to group and regroup every 2-4 weeks. <b>Strategy's Expected Result/Impact:</b> Increase differentiation and intervention in order to increase achievement across all quintiles. <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist Grade level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Utilize consistent academic vocabulary across Kinder-5th grades. <b>Strategy's Expected Result/Impact:</b> Students will master academic vocabulary in the lower grades, which will lead to students' ability to utilize academic language in more abstract contexts in the upper grades. <b>Staff Responsible for Monitoring:</b> Instructional Specialist Grade-level team leaders  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Every staff member will complete a minimum of 1 - 15 minutes instructional round each semester. <b>Strategy's Expected Result/Impact:</b> Staff will observe and become familiar with instructional best practices utilized throughout the building and utilize those strategies in their own classrooms to increase student achievement. <b>Staff Responsible for Monitoring:</b> Principal and AP Instructional Specialist  <b>Problem Statements:</b> Demographics 1 - Student Learning 1	Formative		Summative
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	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

### Performance Objective 3 Problem Statements:

Demographics
<b>Problem Statement 1:</b> Economically disadvantaged students are not performing at the same level as their non-economically disadvantaged counterparts by a very large margin across 3rd-5th grades according to STAAR results. <b>Root Cause:</b> Need for strong Tier 1 teaching and differentiation
Student Learning
<b>Problem Statement 1:</b> Special Education students are not performing at the same level as their general education counterparts by a very large margin across 3rd-5th grades according to STAAR results. <b>Root Cause:</b> Need for strong Tier 1 teaching and differentiation

**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.

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Implementing character traits across the campus from Kinder-5th via lessons and morning meetings. <b>Strategy's Expected Result/Impact:</b> Increase student's sense of self-efficacy and ownership. <b>Staff Responsible for Monitoring:</b> Counselor		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></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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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.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implementing character traits across the campus from Kinder-5th via lessons and morning meetings. <b>Strategy's Expected Result/Impact:</b> Increase student's sense of self-efficacy and ownership. <b>Staff Responsible for Monitoring:</b> Counselor	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

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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