

Plano Independent School District

Gulledge Elementary

2023-2024 Improvement Plan



Board Approval Date: October 3, 2023

Mission Statement

We believe that every child deserves a safe haven where love, hope, and trusting relationships support family engagement and high levels of academic excellence.

Vision

We envision a safe and caring community wherein staff, families, and students work together to support each student's academic and personal development. High performing teams continuously serve our community and focus on improving learning by providing equity to each child. Effective and ongoing opportunities to build and enhance parents' knowledge and skills will be embedded in our school culture.

Value Statement

Gulledge's Full Value Contract

- Treat All Stakeholders with Respect & Honesty
- Demonstrate Responsibility and Accountability
- Enthusiastic About Continuous Improvement

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Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

- Other additional data

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 percentage of 3rd-grade students that score Meets grade level or above on STAAR Reading will increase from 87% in 2022 to 87% by June 2024. The Special Education student group performance will increase from 25% in 2022 to 28% by June 2024. The Economically Disadvantaged student group performance will increase from 76% in 2022 to 78% by 2024.





The percentage of 4th-grade students that score Meets grade level or above on STAAR Reading will increase from 73% in 2022 to 74% by June 2024. The Special Education student group performance will increase from 50% in 2022 to 53% by June 2024. The Economically Disadvantaged student group performance will increase from 67% in 2022 to 69% by 2024.

The percentage of 5th-grade students that score Meets grade level or above on STAAR Reading will increase from 76% in 2022 to 77% by June 2024. The Special Education student group performance will increase from 43% in 2022 to 46% by June 2024. The Economically Disadvantaged student group performance will increase from 33% in 2022 to 35% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Reading Language Arts

Strategy 1 Details	Reviews		
<p>Strategy 1: Monitor and support each PLC's implementation of the PISD Instructional Model. campus snapshot, and Framework to guide teacher behaviors and instructional actions that lead to student learning as measured by quick data that tracks the planning and implementation of strategies from the Instructional Model and Framework.</p> <p>PLC Walkthrough Form Each teacher has their student learning goal/teacher practice goal posted outside their classroom with a QR code for feedback about the Instructional Strategies they are focusing</p> <p>Strategy's Expected Result/Impact: Building-wide alignment and focus on the three district instructional strategies: Organizing Students to Interact and Collaborate Students are organized in systematic and thoughtful ways to facilitate collaboration. Cooperative learning</p> <p>Engaging Students in Cognitively Complex Tasks All students are asked high-level questions that cause them to analyze, evaluate, and make inferences. Identifying similarities and differences Summarizing and note-taking Nonlinguistic Representation Generating and testing hypothesis</p> <p>Asking In-Depth Questions All students are asked high-level questions that cause them to analyze, evaluate, and make inferences. Ques, questions, and advanced organizers Homework and practice</p> <p>Staff Responsible for Monitoring: Deni Bleggi and Tara Welch All instructional staff</p>	Formative		Summative
	Nov	Feb	June

Strategy 2 Details		Reviews		
Strategy 2: Ensure that the campus implements the district curriculum with district resources so that the tested, written, and taught curriculum is aligned to inform Tier 1 planning and instruction as measured through quick data that evaluates the TEKS unpacked, the data reviewed, PLC question addressed, CFA data, unit planning by design to inform Tier 1 instruction. Quick Data Google Form PLC Google Form PLC Tracker Strategy's Expected Result/Impact: -Targeted PLC plans -Looking over tested material prior to instruction -Professional development aligned to building teacher efficacy on Tier 1 instruction so it matches the tested, written, and taught curriculum -RtI implementation and monitoring of student growth -The administrative team actively engaged in instructional planning -Walk-through data and student data analysis drive instruction		Formative		Summative
		Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

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Performance Objective 2: K-5 MATHEMATICS

HB3 - The percentage of 3rd-grade students that score Meets grade level or above on STAAR Math will increase from 77% in 2022 to 79% by June 2024. The Special Education student group performance will increase from xx% in 2022 to xx% by June 2024. The Economically Disadvantaged student group performance will increase from 60% in 2022 to 63% by 2024.

The percentage of 4th-grade students that score Meets grade level or above on STAAR Math will increase from 59% in 2022 to 60% by June 2024. The Special Education student group performance will increase from 40% in 2022 to 43% by June 2024. The Economically Disadvantaged student group performance will increase from 48% in 2022 to 50% by 2024.

The percentage of 5th-grade students that score Meets grade level or above on STAAR Math will increase from 69% in 2022 to 70% by June 2024. The Special Education student group performance will increase from 57% in 2022 to 60% by June 2024. The Economically Disadvantaged student group performance will increase from 22% in 2022 to 24% by 2024.

HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	June
<p>Strategy 1: Monitor and support each PLC's implementation of the PISD Instructional Model. campus snapshot, and Framework to guide teacher behaviors and instructional actions that lead to student learning as measured by quick data that tracks the planning and implementation of strategies from the Instructional Model and Framework.</p> <p>PLC Walkthrough Form</p> <p>Each teacher has their student learning goal/teacher practice goal posted outside their classroom with a QR code for feedback about the Instructional Strategies they are focusing</p> <p>Strategy's Expected Result/Impact: Building-wide alignment and focus on the three district instructional strategies:</p> <p>Organizing Students to Interact and Collaborate</p> <p>Students are organized in systematic and thoughtful ways to facilitate collaboration.</p> <p>Cooperative learning</p> <p>Engaging Students in Cognitively Complex Tasks</p> <p>All students are asked high-level questions that cause them to analyze, evaluate, and make inferences.</p> <p>Identifying similarities and differences</p> <p>Summarizing and note-taking</p> <p>Nonlinguistic Representation</p> <p>Generating and testing hypothesis</p> <p>Asking In-Depth Questions</p> <p>All students are asked high-level questions that cause them to analyze, evaluate, and make inferences.</p> <p>Ques, questions, and advanced organizers</p> <p>Homework and practice</p> <p>Staff Responsible for Monitoring: Deni Bleggi and Tara Welch</p> <p>All instructional staff</p>			

Strategy 2 Details	Reviews		
Strategy 2: Ensure that the campus implements the district curriculum with district resources so that the tested, written, and taught curriculum is aligned to inform Tier 1 planning and instruction as measured through quick data that evaluates the TEKS unpacked, the data reviewed, PLC question addressed, CFA data, unit planning by design to inform Tier 1 instruction. Quick Data Google Form PLC Google Form PLC Tracker Strategy's Expected Result/Impact: -Targeted PLC plans -Looking over tested material prior to instruction -Professional development aligned to building teacher efficacy on Tier 1 instruction so it matches the tested, written, and taught curriculum -RtI implementation and monitoring of student growth -The administrative team actively engaged in instructional planning -Walk-through data and student data analysis drive instruction Staff Responsible for Monitoring: Deni Bleggi and Tara Welch All instructional staff	Formative		Summative
	Nov	Feb	June

0%

No Progress

100%

Accomplished

Continue/Modify

Discontinue

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Performance Objective 3: K-5 SCIENCE


The percentage of 5th-grade students that score Meets grade level or above on STAAR Science will increase from 51% in 2022 to 53% by June 2024. The Special Education student group performance will increase from 46% in 2022 to 49% by June 2024. The Economically Disadvantaged student group performance will increase from 24% in 2022 to 27% by 2024.


Evaluation Data Sources: 2024 STAAR Science


Strategy 1 Details	Reviews		
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Strategy 2 Details		Reviews		
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0% No Progress


100% Accomplished


Continue/Modify


Discontinue

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.

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

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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.

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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.

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Strategic Plan - 4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.

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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.

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 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