

# **Plano Independent School District**

## **Mccall Elementary**

### **2023-2024 Improvement Plan**



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

# Mission Statement

The McCall community works as a team to develop the mind, heart and character of each child.

## Vision

Our school will be a school where all students are engaged learners and experience success on a daily basis.

## Core Beliefs

We believe that each person is ultimately responsible for his/her own actions to develop good citizenship.

We believe that education has an obligation to provide experiences that prepare students to live and work cooperatively in all cultures.

We believe that the mastery of basic skills is essential for all students.

We believe that children learn best in an atmosphere of support, encouragement, and trust created by an active partnership among students, parents, school staff, and community.

Inclusion of all students in our school community fosters the appreciation of the uniqueness of each individual.

We believe that children must meet with many successes in their learning for continued motivation to learn.

We believe that students must be effective problem solvers, analytical and creative thinkers, and responsible decision-makers.

We believe that all students are important, have self-worth, and should be the focus of education.

We believe that all students can learn when provided with appropriate environment, experiences, and resources.

We believe that daily affirmation of individuals promotes a positive learning environment.

We believe that parental involvement and cooperative support are essential for the most effective education.

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# 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 64% in 2022 to 65% 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 xx% in 2022 to xx% by 2024.





The percent of 4th grade students that score Meets grade level or above on STAAR Reading will increase from 68% in 2022 to 69% by June 2024. The Special Education student group performance will increase from 0% in 2022 to 6% by June 2024. The Economically Disadvantaged student group performance will increase from 39% in 2022 to 43% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 85% in 2022 to 86% 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 67% in 2022 to 71% by 2024.

### HB3 Goal

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Teams will utilize daily planning time allocated in master schedule and extended planning opportunities to: - Effectively plan using the PISD Collaborative Team Framework model - Analyze formative/summative student performance data to intentionally plan for tier 1 instruction and targeted intervention/enrichment. - Meet weekly with administrators and instructional support teachers to monitor student progress and refine instructional practices  <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in reading <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Collaborative teams will hold Data Checkpoint Meetings periodically throughout the year to monitor student progress and make adjustments to instructional plans (minimum of 7 throughout the school year).  <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in reading <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide a dedicated 30 minute block in master schedule for I/E (Intervention/Enrichment) in both math and reading.  <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in reading <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Collaboratively create, consistently monitor, and refine intervention and enrichment goals for students based on performance data.  <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in reading <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June

Strategy 5 Details		Reviews		
<b>Strategy 5:</b> Develop a common understanding of priority elements outlined in the district and campus instructional models and implement identified elements consistently across the campus. - Professional development on dedicated staff development days, during weekly planning meetings and after school. - Campus walkthrough form used to collect data and provide teachers with feedback on use of instructional elements and strategies. <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in reading <b>Staff Responsible for Monitoring:</b> Campus Leadership Team		Formative		Summative
		Nov	Feb	June
<div> <div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div> </div>				

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

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

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

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

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

## **Performance Objective 2: K-5 MATHEMATICS**

HB3 - The percent of 3rd grade students that score Meets grade level or above on STAAR Math will increase from 60% in 2022 to 63% 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 43% in 2022 to 48% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 43% in 2022 to 46% 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 11% in 2022 to 16% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 83% in 2022 to 86% 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 57% in 2022 to 62% by 2024.

### HB3 Goal

Evaluation Data Sources: 2024 STAAR Math

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Teams will utilize daily planning time allocated in master schedule and extended planning opportunities to: <ul style="list-style-type: none"> <li>- Effectively plan using the PISD Collaborative Team Framework model</li> <li>- Analyze formative/summative student performance data to intentionally plan for tier 1 instruction and targeted intervention/enrichment.</li> <li>- Meet weekly with administrators and instructional support teachers to monitor student progress and refine instructional practices</li> </ul> <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in math <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Collaborative teams will hold Data Checkpoint Meetings periodically throughout the year to monitor student progress and make adjustments to instructional plans (minimum of 7 throughout the school year). <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in math <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide a dedicated 30 minute block in master schedule for I/E (Intervention/Enrichment) in both math and reading. <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in math <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Collaboratively create, consistently monitor, and refine intervention and enrichment goals for students based on performance data. <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in math <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> Develop a common understanding of priority elements outlined in the district and campus instructional models and implement identified elements consistently across the campus. <ul style="list-style-type: none"> <li>- Professional development on dedicated staff development days, during weekly planning meetings and after school.</li> <li>- Campus walkthrough form used to collect data and provide teachers with feedback on use of instructional elements and strategies.</li> </ul> <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in math <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			



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### **Performance Objective 3: K-5 SCIENCE**

The percent of 5th grade students that score Meets grade level or above on STAAR Science will increase from 78% in 2022 to 81% by June 2024. The Special Education student group performance will increase from 56% in 2022 to 62% by June 2024. The Economically Disadvantaged student group performance will increase from 53% in 2022 to 58% by 2024.

**Evaluation Data Sources:** 2024 STAAR Science

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Teams will utilize daily planning time allocated in master schedule and extended planning opportunities to: - Effectively plan using the PISD Collaborative Team Framework model - Analyze formative/summative student performance data to intentionally plan for tier 1 instruction and targeted intervention/enrichment. - Meet weekly with administrators and instructional support teachers to monitor student progress and refine instructional practices <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in science <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Collaborative teams will hold Data Checkpoint Meetings periodically throughout the year to monitor student progress and make adjustments to instructional plans (minimum of 7 throughout the school year). <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in science <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Develop a common understanding of priority elements outlined in the district and campus instructional models and implement identified elements consistently across the campus. - Professional development on dedicated staff development days, during weekly planning meetings and after school. - Campus walkthrough form used to collect data and provide teachers with feedback on use of instructional elements and strategies. <b>Strategy's Expected Result/Impact:</b> All students maintain or exceed one year's growth in science <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> The campus will utilize a collaborative team approach to create and develop strategies that will promote student attendance. <b>Strategy's Expected Result/Impact:</b> Campus attendance rate will be maintained at 96% or higher. <b>Staff Responsible for Monitoring:</b> Campus Leadership Team Teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> The campus will utilize a collaborative team approach (Student Support Team) to create, develop and monitor plans for students who need additional support with school attendance. <b>Strategy's Expected Result/Impact:</b> Campus attendance rate will be maintained at 96% or higher. <b>Staff Responsible for Monitoring:</b> Campus Leadership Team Teachers	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.

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> The campus will establish a PBIS team focused on developing common campus guiding principles, routines, procedures and expectations.  <b>Strategy's Expected Result/Impact:</b> Decrease in reported behavior incidents <b>Staff Responsible for Monitoring:</b> Campus Leadership Team		Formative		Summative
		Nov	Feb	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div><div></div></div><div>Continue/Modify</div></div><div><div><div></div><div></div></div><div>Discontinue</div></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.





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.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> The campus will establish a PBIS team focused on developing common campus guiding principles, routines, procedures and expectations. <b>Strategy's Expected Result/Impact:</b> Decrease in reported behavior incidents <b>Staff Responsible for Monitoring:</b> Campus Leadership Team	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 4:** Pillar 4 - Safety, Wellness & Community Engagement - All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.

Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





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> Teachers will teach students the difference between bullying and conflict, how to report bullying, and what an imbalance of power is. <b>Strategy's Expected Result/Impact:</b> Reduced number of bullying incidents reported <b>Staff Responsible for Monitoring:</b> Teachers Counselor	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> The teachers and support staff will intentionally create learning opportunities focused on bullying awareness (what it is and what it is not) <b>Strategy's Expected Result/Impact:</b> Reduced number of bullying incidents reported <b>Staff Responsible for Monitoring:</b> Teachers Counselor	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</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.

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.

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> The threat assessment team is trained and understands the purpose of conducting the threat assessment protocols. <b>Strategy's Expected Result/Impact:</b> All required threat assessments will be conducted according to district policy <b>Staff Responsible for Monitoring:</b> Campus Administrators Counselor		Formative		Summative
		Nov	Feb	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				

**Goal 5:** Pillar 5 - Partnerships & Strategic Resource Management - Plano ISD will maximize resources and community partnerships to achieve district goals that meet the needs of students and staff.

Strategic Plan - 5.1 Increase community partnerships to elevate student learning outcomes and experiences.

Strategic Plan - 5.2 Implement budget processes through the Strategic Allocation Model to ensure resource alignment to student needs and desired outcomes.

Strategic Plan - 5.3 Develop and implement plans to efficiently use district facilities that will provide expanded opportunities for students.

DIP - 5.4 Federal and State Mandates