

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



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

# Mission Statement

Inspiring successful and responsible lifelong learners.

## Vision

Bogges will create life-long learners by educating the whole child in a safe, learning environment that celebrates diversity.

# Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	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.	12
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.	13
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.	14
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	19

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Enrollment is declining. The number of students dropped from 510 last year to 479 this year. The attendance percentage for 22-23 school year was 95.33%.

### Demographics Strengths

Bogges has a diverse community.

# Student Learning

## Student Learning Summary

The percentage of students scoring Meets and Above on STAAR in reading is greater than the percentage of students meeting Meets and Above on STAAR math. The percentage of students reaching Meet and Above in Science has decreased from 59% to 48%.

## Student Learning Strengths

The percentage of students scoring Meets and Above on STAAR in reading is greater than the percentage of students meeting Meets and Above on STAAR math.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1:** Students in meets and above achievement level on STAAR did not meet the expected growth measure. **Root Cause:** Attention was focused on the students performing at not meets based on MAP projected proficiency levels.

# Priority Problem Statements

# 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 83% in 2022 to 84% 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 88% in 2022 to 92% 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 43% in 2022 to 49% by June 2024. The Economically Disadvantaged student group performance will increase from 58% in 2022 to 62% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Reading will increase from 84% in 2022 to 85% by June 2024. The Special Education student group performance will increase from 73% in 2022 to 79% by June 2024. The Economically Disadvantaged student group performance will increase from 73% in 2022 to 77% by 2024.

**HB3 Goal**

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

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Collaborative teams will use the data analysis protocol to analyze MAP, Reading Records, writing samples, CogAT, common formative assessments, district unit assessments, historical STAAR results, mClass, TELPAS, and CLI, during scheduled monthly data meetings to determine specific areas of instruction to facilitate student growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Utilize our school-wide system of using data protocols to improve teacher efficacy that will lead to more effective instruction and student academic growth.</p> <p><b>Staff Responsible for Monitoring:</b> Grade Level Teams, Administrators, Balanced Literacy Collaborative Team, Support Staff by Group</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Structure the reading block using the district's balanced literacy model, which includes providing each student in K-5 with daily guided reading instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of students reading at grade level or above.</p> <p><b>Staff Responsible for Monitoring:</b> Grade level teachers, Balanced Literacy Collaborative Team, Specialists, and Administrators</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> K- 2 teachers will utilize MClass data and interventions to grow foundational skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will achieve grade level expectations for growth.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Specialists, Administrators</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> Utilize extended planning codes to allow grade level/subject area collaborative teams the opportunity for extended planning.</p> <p><b>Strategy's Expected Result/Impact:</b> More effective planning leading to increased student improvement in subject areas.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators , Grade level teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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.

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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 75% 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 62% in 2022 to 67% by 2024.

The percent of 4th grade students that score Meets grade level or above on STAAR Math will increase from 72% in 2022 to 75% by June 2024. The Special Education student group performance will increase from 43% in 2022 to 49% by June 2024. The Economically Disadvantaged student group performance will increase from 63% in 2022 to 68% by 2024.

The percent of 5th grade students that score Meets grade level or above on STAAR Math will increase from 77% in 2022 to 80% by June 2024. The Special Education student group performance will increase from 55% in 2022 to 61% by June 2024. The Economically Disadvantaged student group performance will increase from 73% in 2022 to 78% by 2024.

**HB3 Goal**

**Evaluation Data Sources:** 2024 STAAR Math

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Collaborative teams will use data analysis protocols to analyze district unit exams, common formative assessments, historical STAAR results, MAP results, AMC data, Dreambox, and TELPAS once a month to determine specific areas of instruction to facilitate student growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Utilize our school-wide system of using data protocols to improve teacher efficacy that will lead to more effective instruction and student academic growth.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Administrators, Instructional Specialist, Vertical Collaborative Team (STEAM).</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Provide accelerated instruction using instructional resources (Dreambox, Teach Transform) to target students who did not meet Approaches at the beginning of the year math MAP.</p> <p><b>Strategy's Expected Result/Impact:</b> See an increase in the number of students scoring Meets or above on MAP and STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, Instructional Specialist, Teachers, Specialists</p> <p><b>ESF Levels:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 3 Details	Reviews		
<p><b>Strategy 3:</b> Students will complete unit exams in Edugence and teachers will analyze the data to determine interventions and guide instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement on unit assessments and an opportunity for teachers to reflect on their teaching practice and delivery.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Administrators</p> <p><b>ESF Levels:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 4 Details	Reviews		
<p><b>Strategy 4:</b> The teachers will administer unit assessments and analyze student performance to determine what TEKS to focus on using the Lead4ward tab in the Edugence tab.</p> <p><b>Strategy's Expected Result/Impact:</b> Focus on specific TEKS that historically have caused problems will help increase student understanding.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Specialist, Administrators</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

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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 61% in 2022 to 64% by June 2024. The Special Education student group performance will increase from 36% in 2022 to 42% by June 2024. The Economically Disadvantaged student group performance will increase from 47% in 2022 to 52% by 2024.

**Evaluation Data Sources:** 2024 STAAR Science

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Collaborative teams will use the data analysis protocol to analyze district unit exams, common formative assessments, historical STAAR results, MAP results, and TELPAS once a month to determine specific areas of instruction to facilitate student growth in science.</p> <p><b>Strategy's Expected Result/Impact:</b> Create a school-wide system of using data protocols to improve teacher efficacy that will lead to more effective instruction and student academic growth.</p> <p><b>Staff Responsible for Monitoring:</b> Fifth Grade Teachers</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  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.

**Performance Objective 1:** Monitor MAP 5th grade performance data that includes CCMR percentage and ensure the percentage is about 93%.

**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.

**Performance Objective 1:** Utilize the district mentor program to support new teachers and transfers.

**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> Provide weekly attendance information in our campus newsletter to parents. <b>Strategy's Expected Result/Impact:</b> Maintain an attendance percentage above 96%. <b>Staff Responsible for Monitoring:</b> District PARB Mediator, Secretary, Office Manager and Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Monitor students with excessive attendance concerns and schedule a Student Support meeting to discuss attendance concerns with parents in order to create a plan for improving attendance. <b>Strategy's Expected Result/Impact:</b> By intervening early, students attendance should increase. <b>Staff Responsible for Monitoring:</b> District PARB Mediator, Secretary, SST Coordinator and Assistant Principal	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

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DIP - 4.5 To support student academic achievement, the district and all campuses will incorporate effective strategies to improve student attendance and behavior.

**Performance Objective 2:** The district and campuses will incorporate behavior management strategies to reduce the number of discipline placements and maintain a disproportionality risk ratio of 2.0 or lower in each student group.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Teachers will attend campus scheduled meetings presented by the district's Student Management Team in order to build teacher capacity by learning strategies and tools to use to address student behavior.</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease the number of incidents addressed by administrators and increase teacher's capacity to address teacher managed incidents.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, teachers, and counselor.</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<p><b>Strategy 2:</b> Utilize both informal and formal request for assistance protocol to build teacher capacity and seek professional development.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to reflect on the amount of support and professional development needed.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Specialist, Administrators, Teachers</p>	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
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Strategic Plan - 4.1 Implement safety measures and protocols at all facilities and events.





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Strategic Plan - 4.3 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		
<p><b>Strategy 1:</b> Utilize the teaching and overall message of Red Ribbon Week throughout the year--guidance lessons for all grade levels and wellness team for making healthy choices.</p> <p><b>Strategy's Expected Result/Impact:</b> Zero cases of drugs and alcohol on our campus.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor, admin, teachers, nurse and community.</p>	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>			

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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> Share bullying information with parents, students and teachers that defines and explains what bullying is and is not.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Utilize our Bengal Creed as our success criteria to promote a positive culture. <b>Strategy's Expected Result/Impact:</b> We should see a decrease in disruptive student behavior and an increase in positive behavior within our school building.	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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.

**Evaluation Data Sources:** Conduct threat assessments when required per district guidelines and 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