

Plano ISD Code of Civility



**A District-wide Commitment to Character, Respect, and
Community**

May 20, 2025

Purpose

The Plano ISD's Code of Civility unifies district efforts to promote **positive behavior, strong relationships, and a respectful culture**. Rooted in our values of excellence, learning, and caring, this framework encourages **trustworthiness, caring, responsibility, and respect**. It sets shared expectations for **students, staff, and families**, strengthening our community and reflecting what it means to be **Plano ISD Proud**.

- Developed with through **partnership of all Plano ISD departments, support of teachers and staff, students, and community input**
- Aligns with **TEKS and Portrait of a Graduate**
- Compliments and strengthens **Positive Behavioral Intervention Supports (PBIS)**
- Outlines clear expectations tailored to students, staff, and families to **support a respectful community**.

Why the Code of Civility?

The **Code of Civility** addresses the **need for consistent expectations and behavior standards** that **support a thriving school culture**.

It provides a clear, **district-wide foundation** for **respectful interactions**, strengthens **trust** and **belonging**, and ensures **all stakeholders** are working from a **shared understanding** of what it means to be part of the Plano ISD community.

*While this is **not** a brand-new initiative, it offers a **refreshed, unified way** to promote and communicate **a positive culture and shared expectations** across our district.*

Developed Through Collaboration

Sept. - May. 2025
District CoC
committee met
monthly to
frame the CoC

Oct. 2024
Teachers develop
overarching ideas

Nov. 2024
Teachers build
on expectations

Apr. 2025
Parents/Community
provided feedback,
share ideas

Oct. 2024
Students provide
feedback, ask
clarifying questions

Nov. 2024
Collaborated with
other school
districts

Jan. - Mar. 2025
Depts provide
feedback to ensure
alignment

Alignment
with
TEA TEKS
Positive
Character
Traits

Through the feedback, we determined the ideas and values we wanted portrayed aligned closely to TEKS Positive Character Traits, becoming the foundation of the Code of Civility.

TEA TEKS Positive Character Traits			
Trustworthiness	Responsibility	Caring	Citizenship
Honesty Integrity Loyalty Punctuality Reliability	Accountability Diligence Perseverance Self-Control Self-Management	Charity Compassion Consideration Cooperation Empathy Generosity Kindness Patience	Concern for the Common Good Respect for Authority and Law Justice Patriotism School Pride

Code of Civility for Families and Community

In Plano ISD FAMILIES and COMMUNITY partners play a vital role in creating a culture of trust, care, responsibility, and respect. The partnership supports every child's success and helps build a thriving, supportive school environment:

Trustworthiness	Responsibility	Caring	Citizenship
<ul style="list-style-type: none">● Model integrity and respect in all interactions● Partner with staff and support educators● Reinforce honesty and responsibility at home	<ul style="list-style-type: none">● Engage in your child's education and communicate with staff● Reinforce academic and behavioral expectations at home● Encourage independence and accountability	<ul style="list-style-type: none">● Communicate positively and professionally with staff● Engage in your child's learning and encourage kindness● Support staff and promote empathy and unity	<ul style="list-style-type: none">● Support school safety procedures and culture● Promote respect, kindness, and community● Stay informed and accept unique qualities

Code of Civility for STAFF

In Plano ISD STAFF are key to modeling and fostering a culture of trust, care, responsibility, and respect. The daily actions shape a safe, supportive, and thriving learning environment:

Trustworthiness	Responsibility	Caring	Citizenship
<ul style="list-style-type: none">● Communicate clearly and set expectations● Respect boundaries and value differences● Model integrity and build trust	<ul style="list-style-type: none">● Collaborate actively and lead by example● Follow policies and show integrity● Be reliable and solution-focused	<ul style="list-style-type: none">● Communicate with empathy and professionalism● Support others and foster a positive culture● Promote belonging through daily actions	<ul style="list-style-type: none">● Foster a safe, welcoming environment● Uphold safety procedures and support for every student● Maintain respectful, learning spaces

Code of Civility for STUDENTS

In Plano ISD, STUDENTS play a key role in creating a safe, respectful, and collaborative school environment. These expectations guide how we learn, grow, and support one another:

Trustworthiness	Responsibility	Caring	Citizenship
<ul style="list-style-type: none">● Be honest, reliable, and follow rules● Communicate clearly and respectfully● Build trust through positive actions	<ul style="list-style-type: none">● Be responsible● Be prepared, participate, and seek support● Stay safe	<ul style="list-style-type: none">● Be kind and empathetic to others● Respect differences and personal space● Support classmates with patience and understanding	<ul style="list-style-type: none">● Be kind and listen actively● Respect school rules and expectations● Be an upstander for a safe, welcoming school

Implementation Timeline

YEAR 0 | 2024 - 2025

- Develop the Plano ISD Code of Civility
- Engage stakeholders
- Create and align resources
- Establish branding and connect

YEAR 2 | 2026 - 2027

- Deepen staff engagement
- Expand student lessons
- Enhance family outreach
- Refine lessons
- Implement recognition programs

- Introduce Code of Civility to all staff
- Implement elementary rollout
- Pilot secondary lessons
- Engage families and community

YEAR 1 | 2025 - 2026

- Adjust implementation as needed
- Support ongoing curriculum integration
- Recognize exemplary implementation
- Conduct a formal program evaluation

YEAR 3 | 2027 - 2028

Stakeholder Expectations

Students	Taught and encouraged to embody the four character traits in daily interactions and academic pursuits.	<p>Elementary Schools: Monthly lessons focusing on each character trait, delivered by counselors; and incorporated weekly throughout the classroom by classroom teachers</p> <p>Secondary Schools: Integration into curricula and student organizations.</p> <ul style="list-style-type: none">● Integrated into Character Education programs and lessons (CharacterStrong and School-Connect)
Staff	Expected to model these traits, fostering a supportive and respectful classroom environment.	<p>Focused training on modeling and effectively incorporate character education into their daily practice.</p> <ul style="list-style-type: none">● Practical strategies to embed the character traits into daily instruction and interactions.● Alignment with PBIS, policies, and character education for consistent messaging.● Ongoing reflection and collaboration through PLCs and leadership meetings.
Families and Community	Partners in reinforcing these values at home and within the community.	<p>Partners in reinforcing the character traits at home and within the community.</p> <ul style="list-style-type: none">● Clear communication of expectations through events, handbooks, and school websites● Parent education sessions and resources tied to the character traits● Encouragement of modeling trustworthiness, caring, citizenship, and responsibility at home and in the community

Measuring Success

EVALUATION METRICS

Behavioral Data- Trends in office referrals, discipline reports, and restorative practices data.

Stakeholder Surveys- Consider an annual climate and culture surveys for students, staff, and families.

Qualitative Feedback- Focus groups, leadership input, and counselors.

Implementation Audits- Monitoring fidelity of lesson delivery, staff training participation, and campus-level integration.

RECOGNITION PROGRAMS

Students- Campus-based, such as “Civility Champion of the Month” or spotlight features during assemblies and newsletters

Staff- Peer-nominated staff shout-outs embodying character traits.

Community Members- Highlight parent and partner contributions via social media or newsletters.

CONTINUOUS IMPROVEMENT

Data-Driven Adjustments- Analyze metrics and adjust strategies, materials, and pacing.

Annual Stakeholder Review- Include feedback loops from focus groups.

Scaffolded Growth Plan- Use a multi-year implementation model to deepen awareness, integration, and training.

Moving Forward Together: A Unified Effort

The Plano ISD Code of Civility is a long-term commitment to building a respectful, welcoming, and thriving school community.

Through strong **partnerships and collaboration across all departments**, this work is sustained and strengthened by:

- Integrated efforts from Teaching & Learning, Counseling Services, Family & Community Engagement, Campus Leadership, and Communications
- Continued alignment with curriculum, PBIS, professional learning, and family engagement initiatives
- Recognition of students, staff, and families who model the Code's values
- Ongoing evaluation and refinement guided by feedback and data

Together, we are cultivating a culture rooted in trustworthiness, caring, responsibility, and respect, now and for the future.

Thank you!

