

# Plano ISD District-Based Improvement Committee

Monday, August 26, 2024



# Welcome

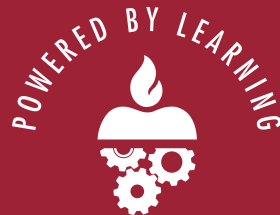


# Agenda and Introductions

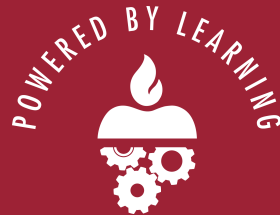
## Welcome

- Accountability Update
- STAAR/EOC Data Review
- District Priorities, Goals and Strategies
- DBIC Approval Vote

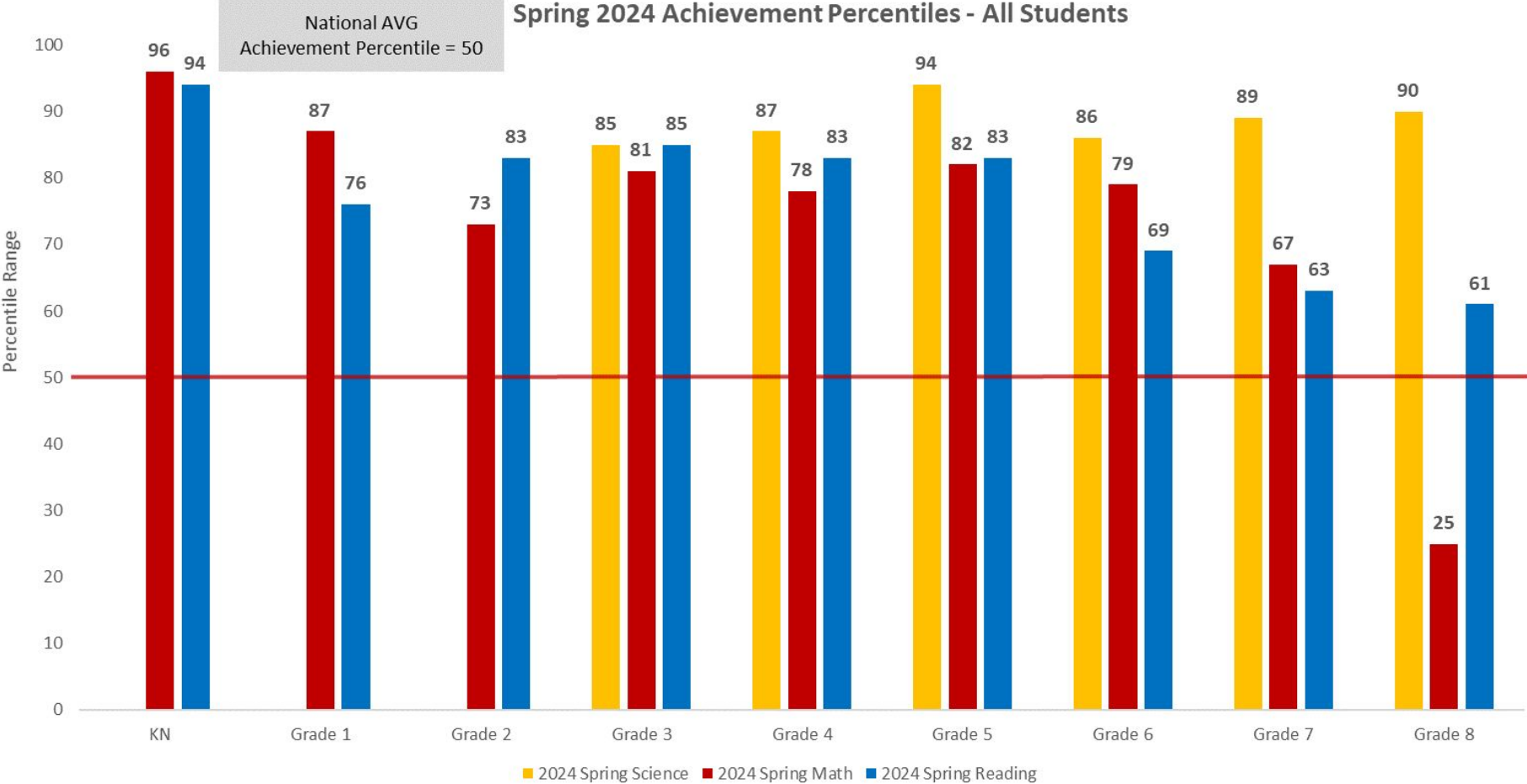
# 2024 Accountability Update



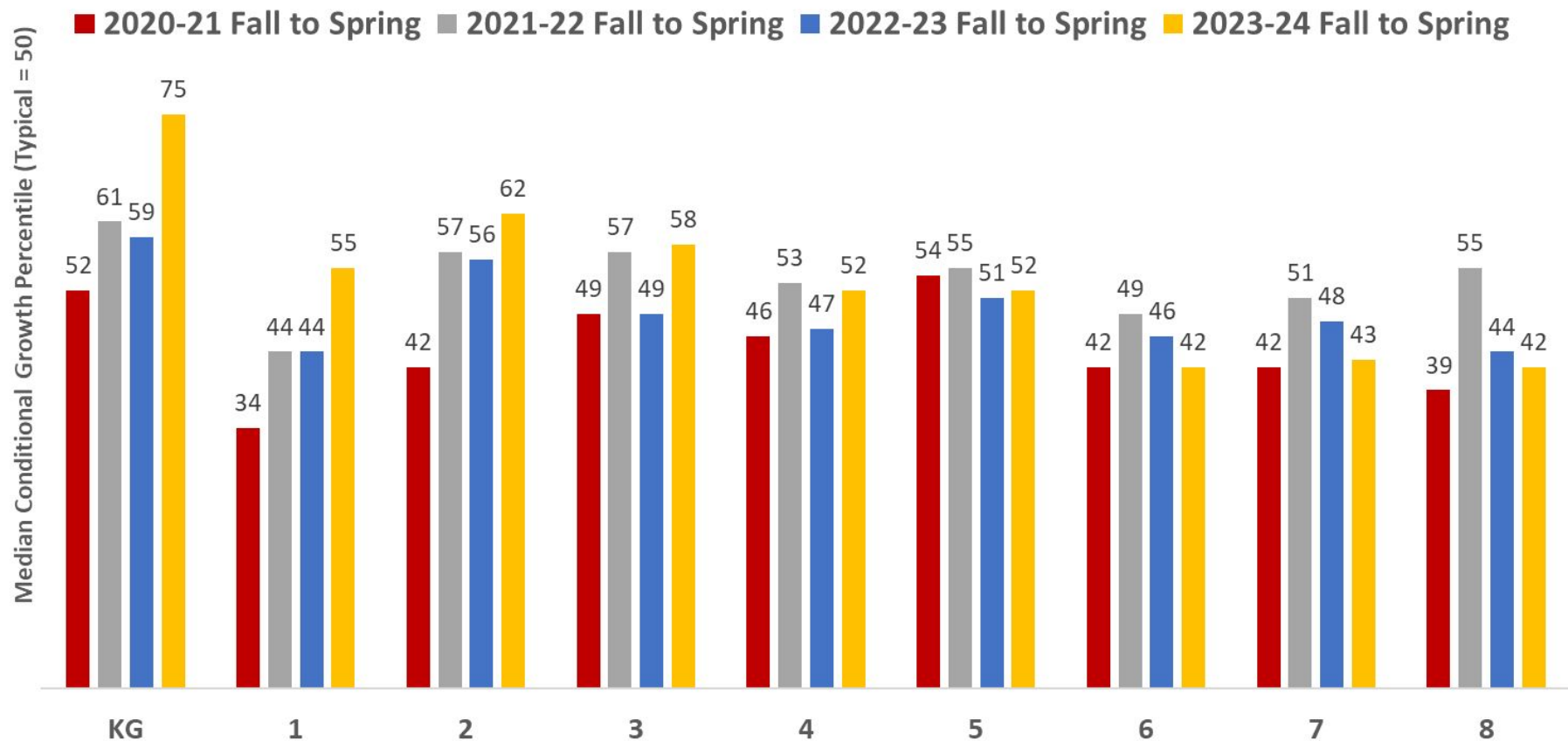
# 2024 Spring MAP Data



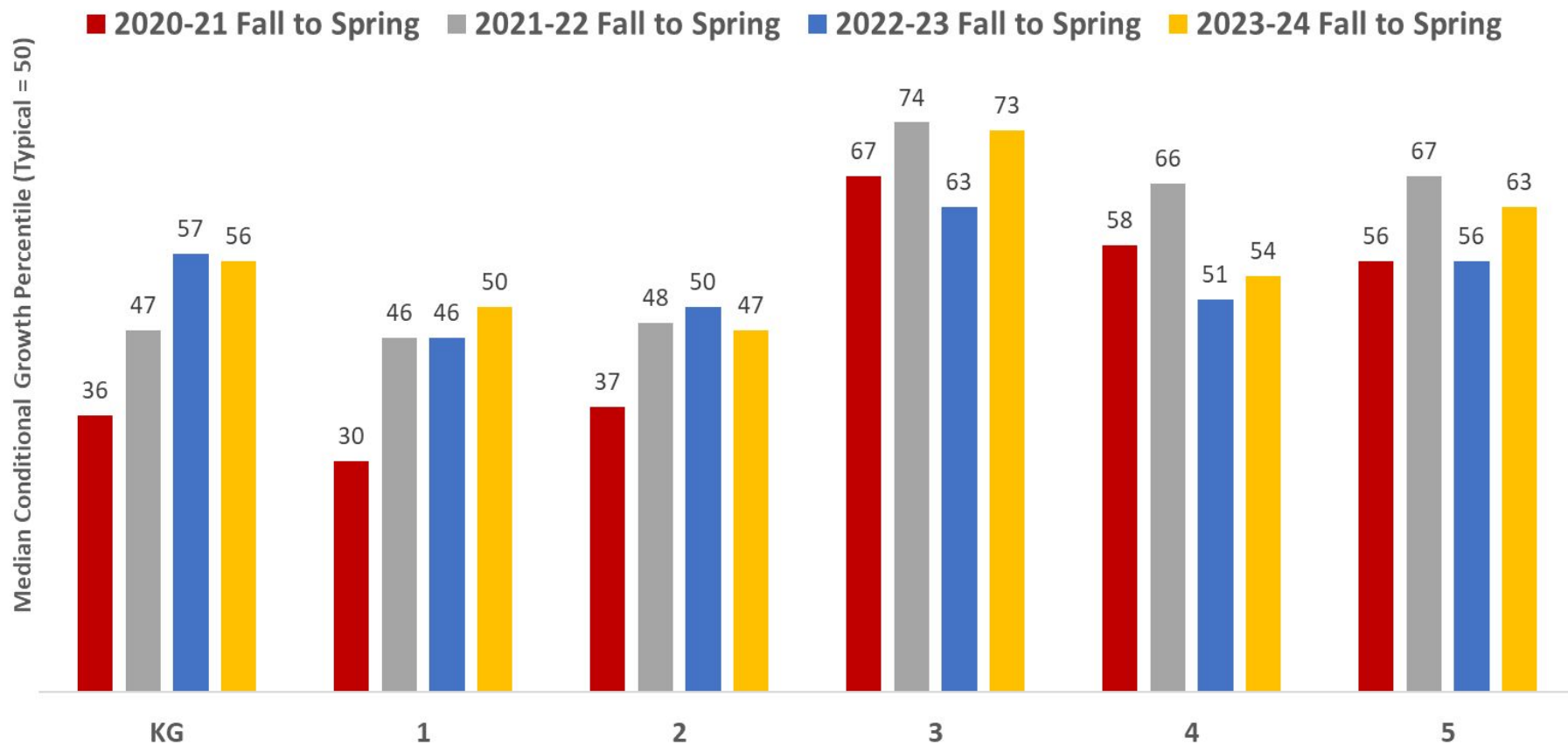
# Spring 2024 Achievement Percentiles - All Students



# Reading



## Spanish Reading

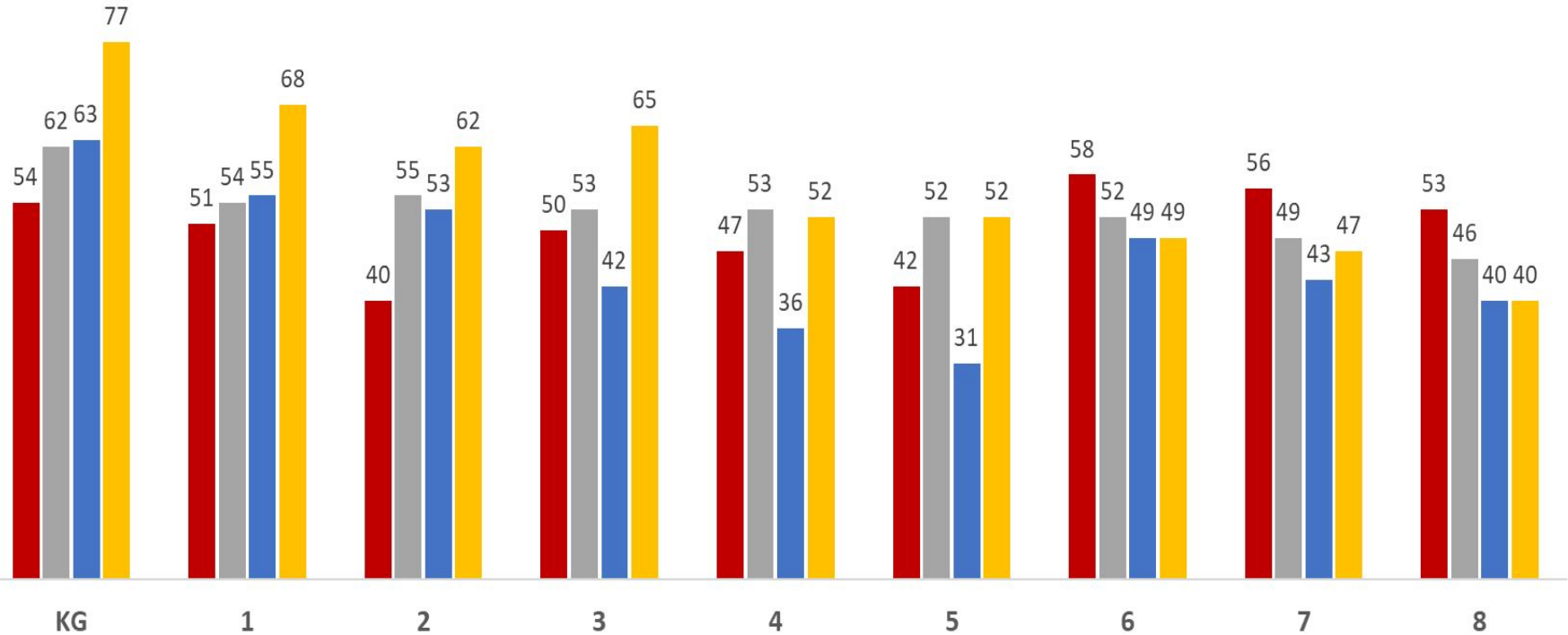




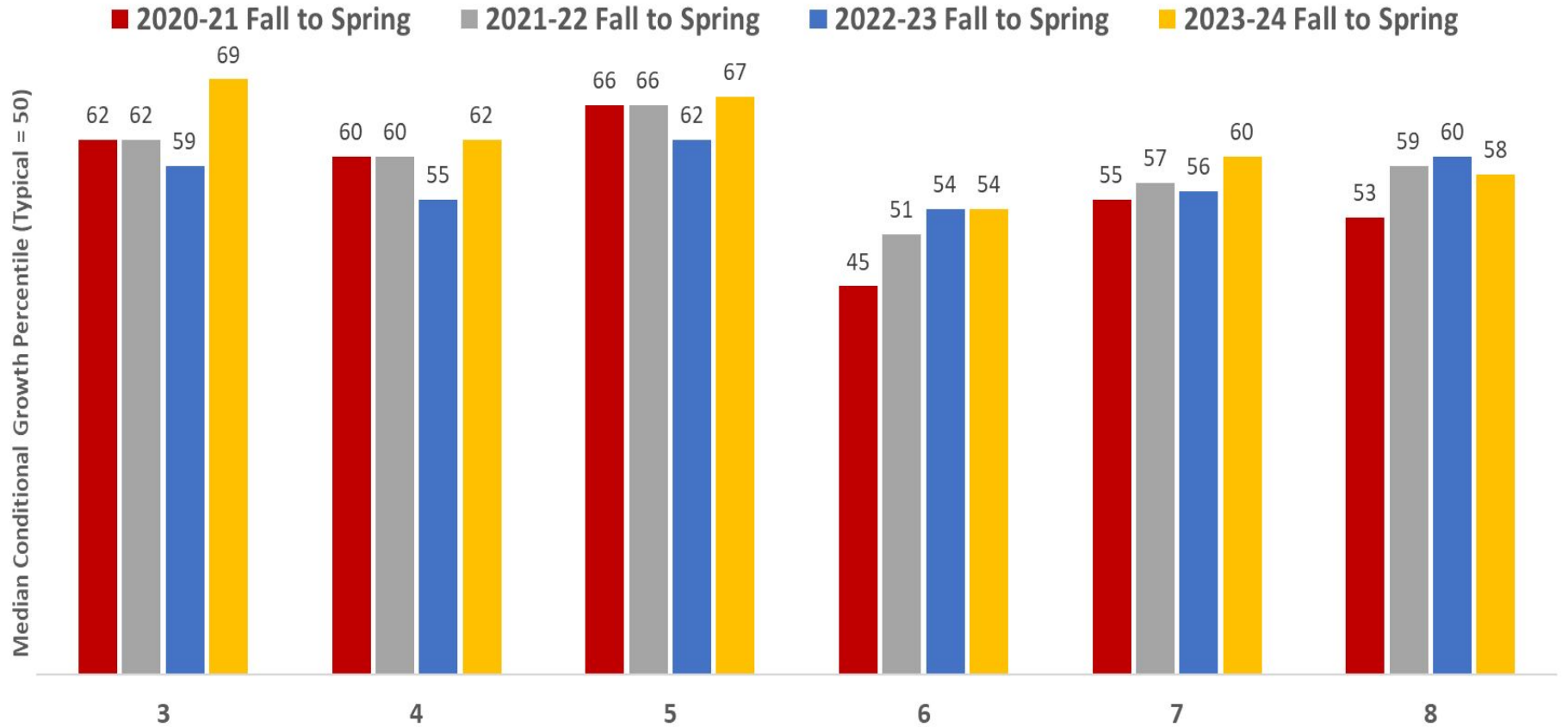
# Mathematics

■ 2020-21 Fall to Spring   ■ 2021-22 Fall to Spring   ■ 2022-23 Fall to Spring   ■ 2023-24 Fall to Spring

Median Conditional Growth Percentile (Typical = 50)



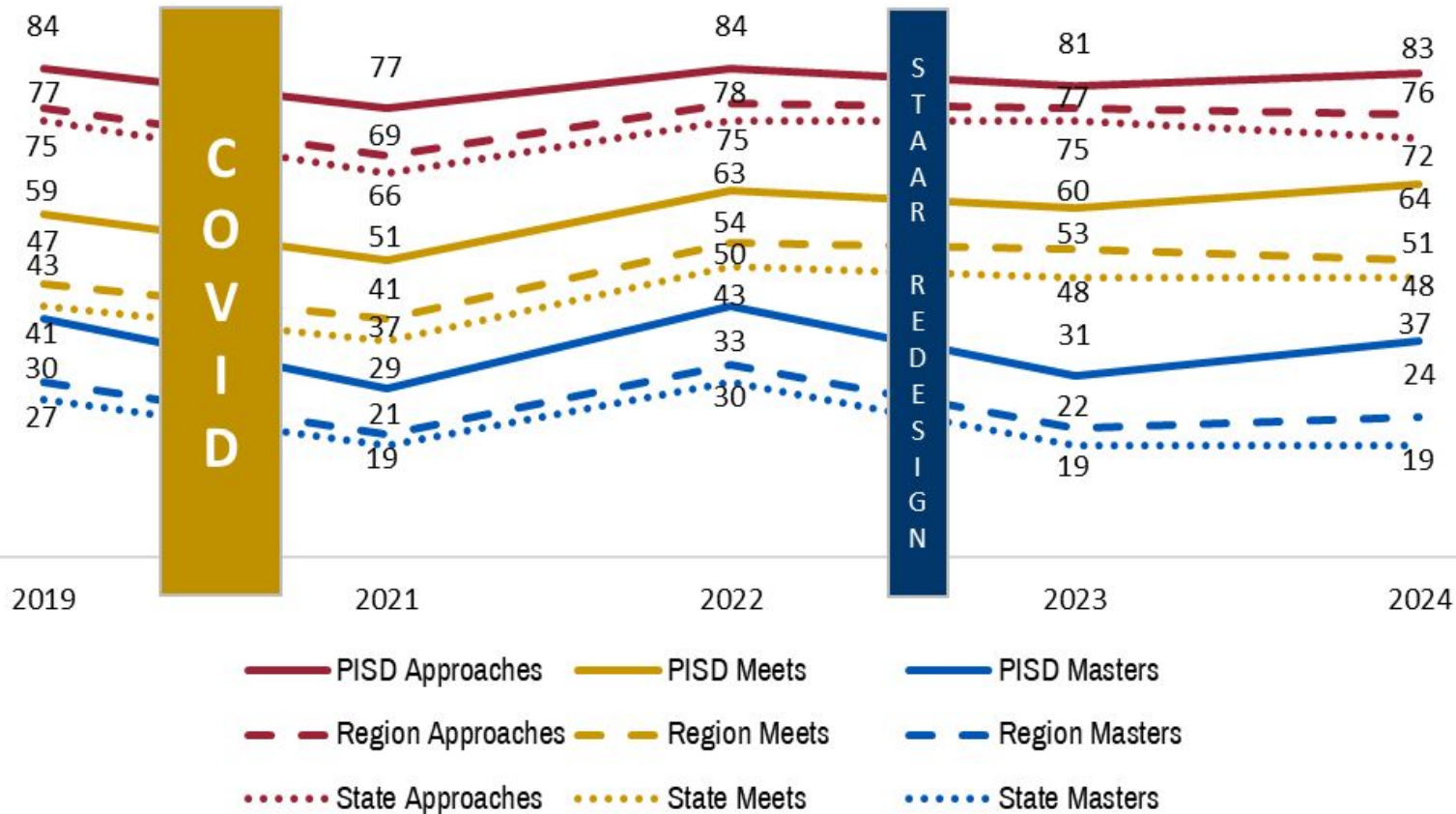
## Science



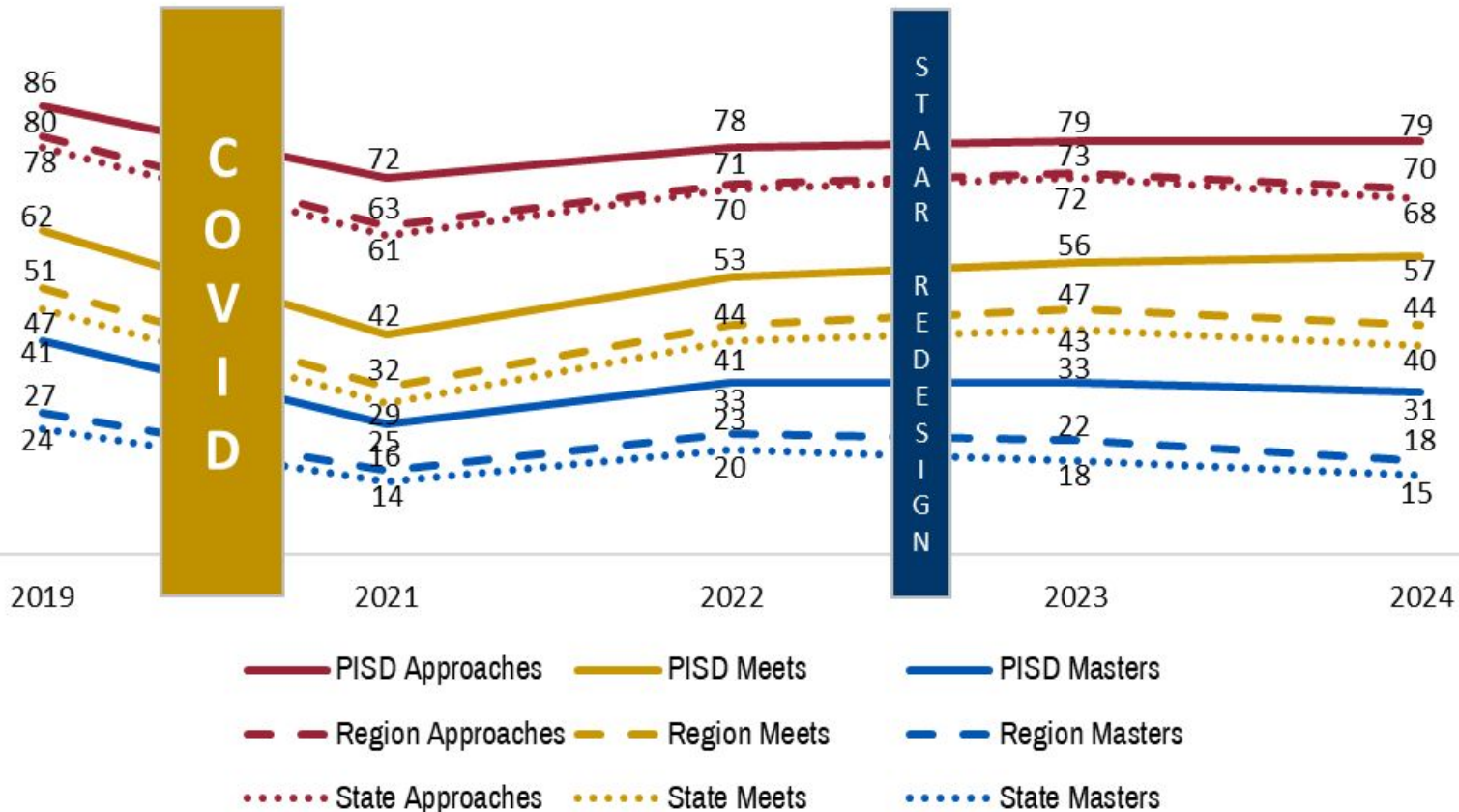
# 2024 Spring STAAR and EOC Data



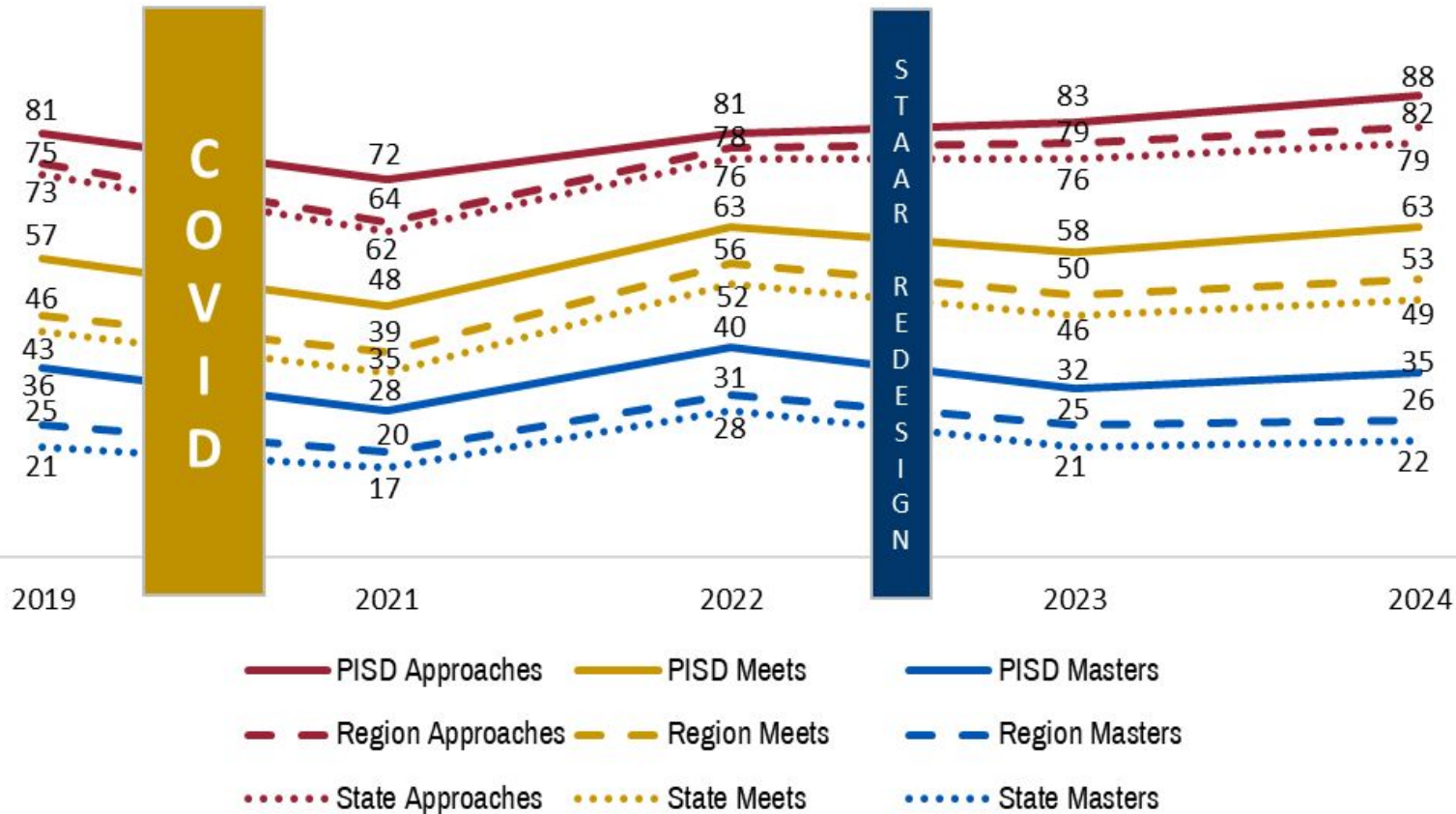
# 3rd Grade RLA STAAR District, Region, State Comparison



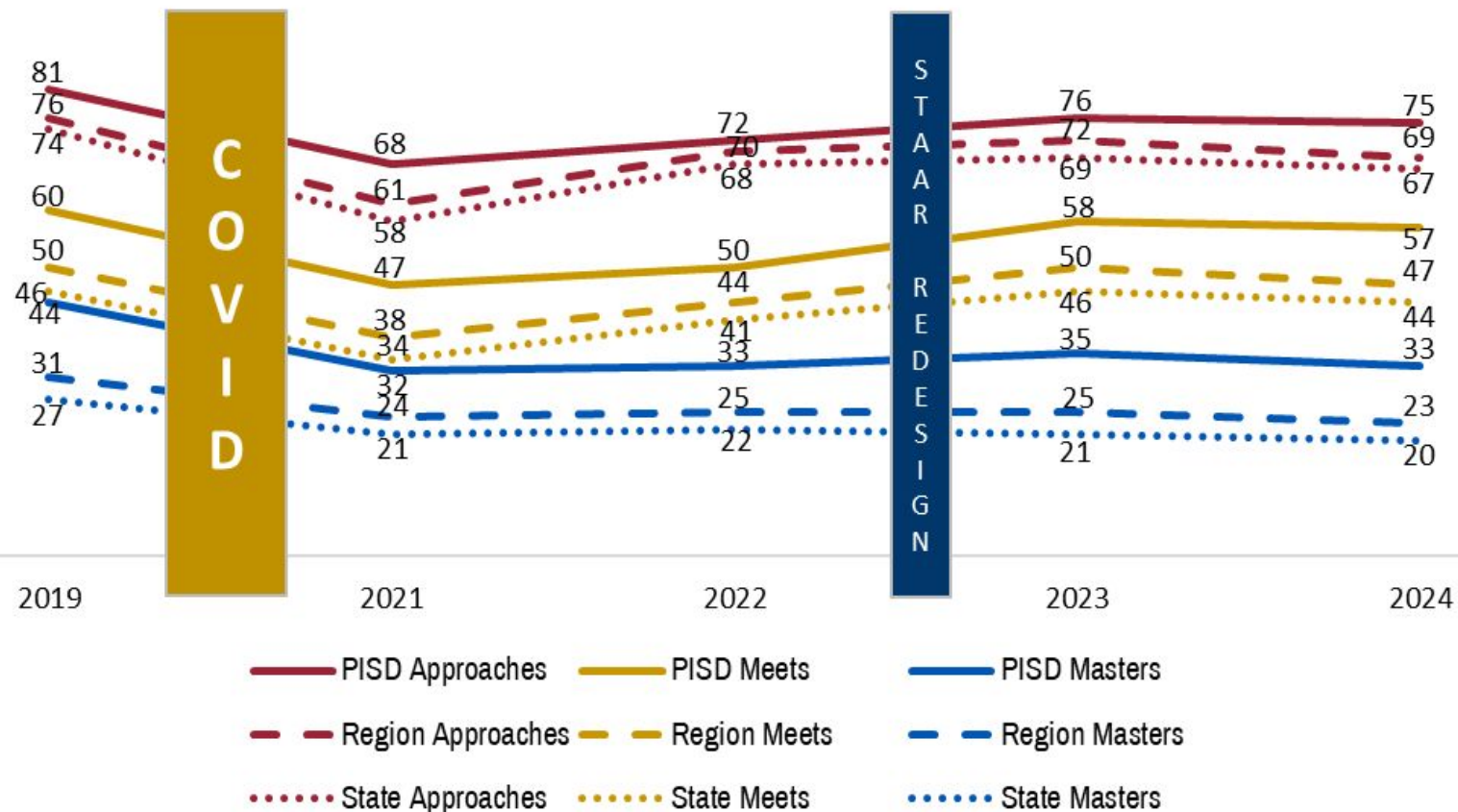
# 3rd Grade Math STAAR District, Region, State Comparison



# 4th Grade RLA STAAR District, Region, State Comparison

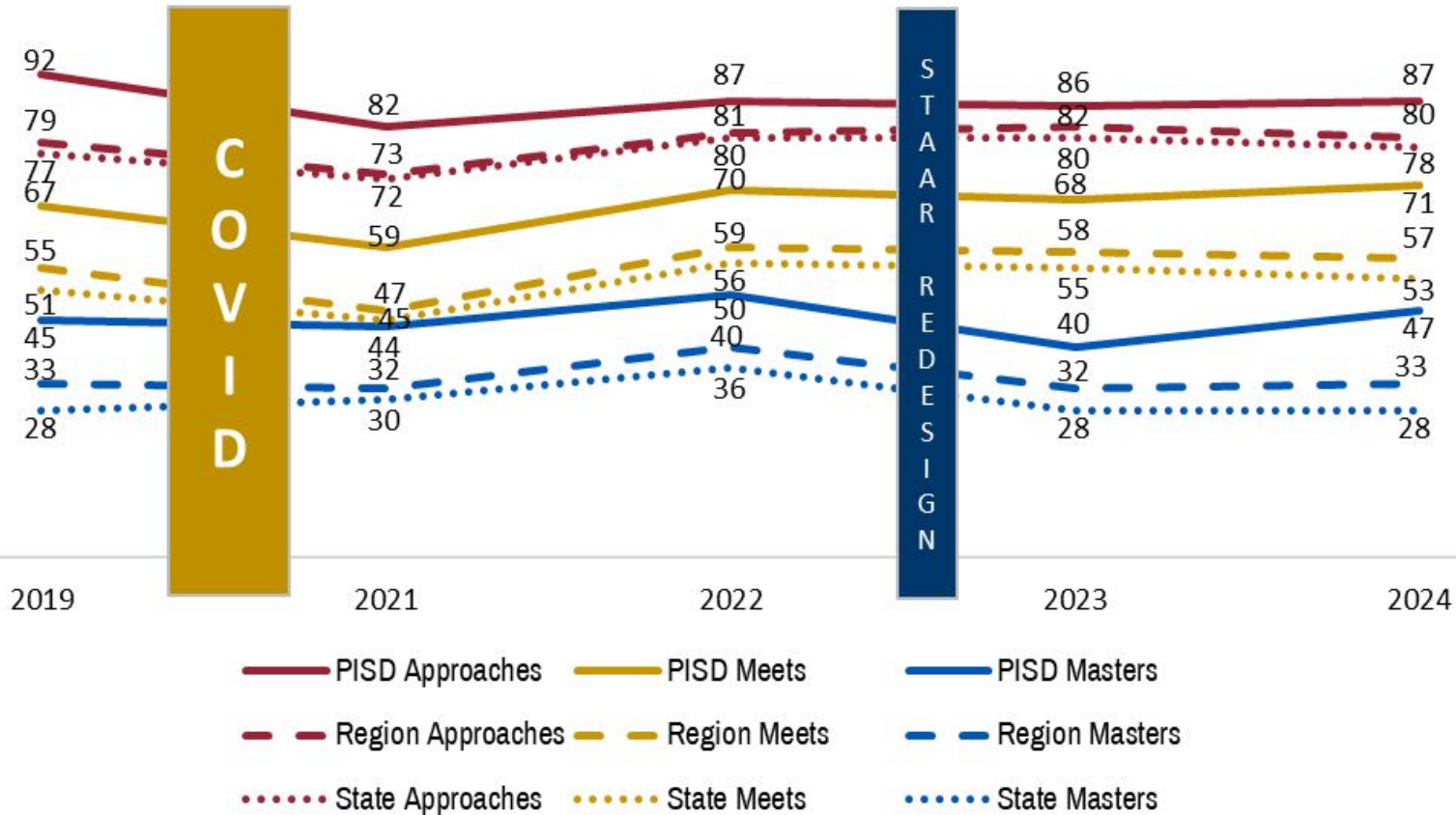


## 4th Grade Math STAAR District, Region, State Comparison



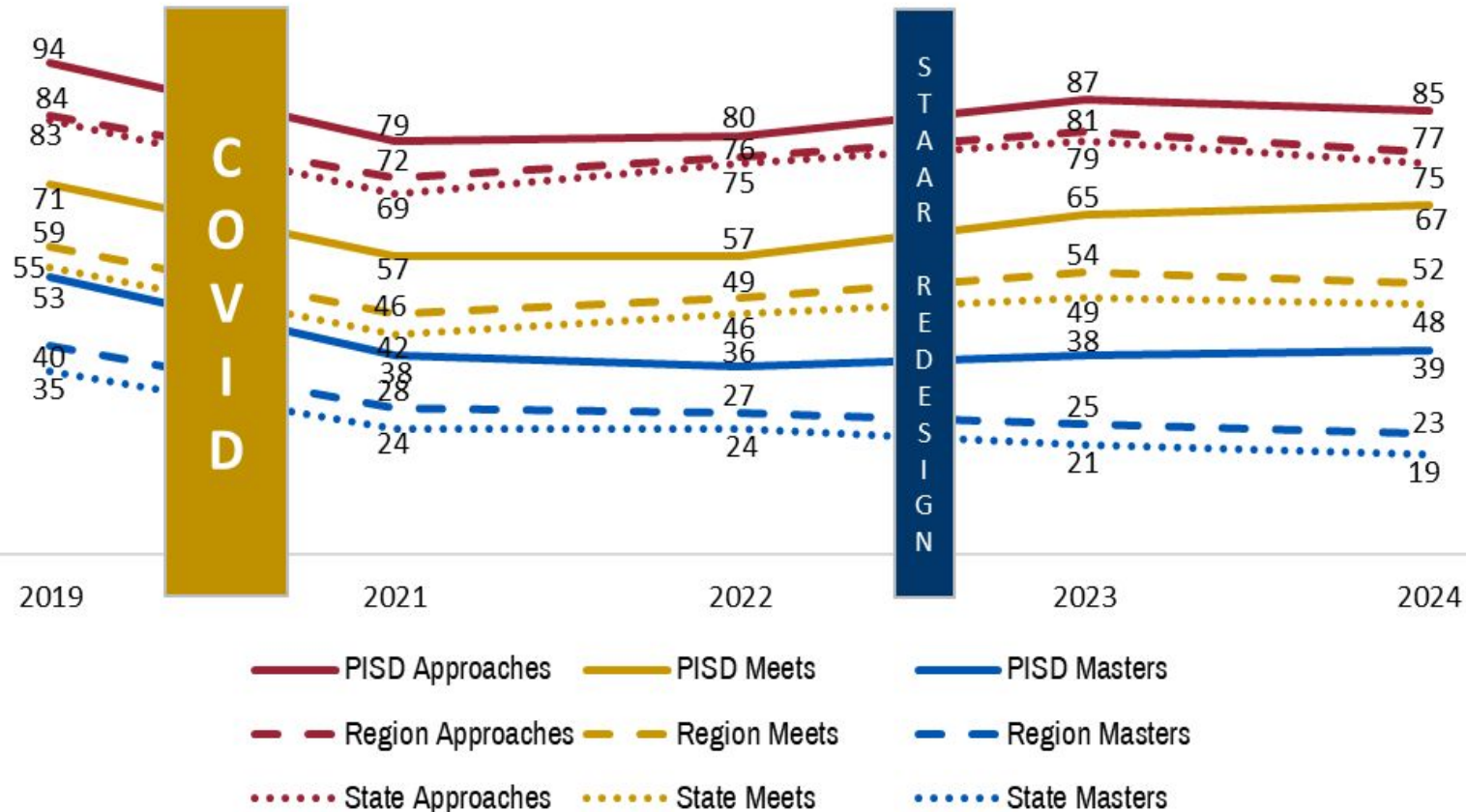


## 5th Grade RLA STAAR District, Region, State Comparison

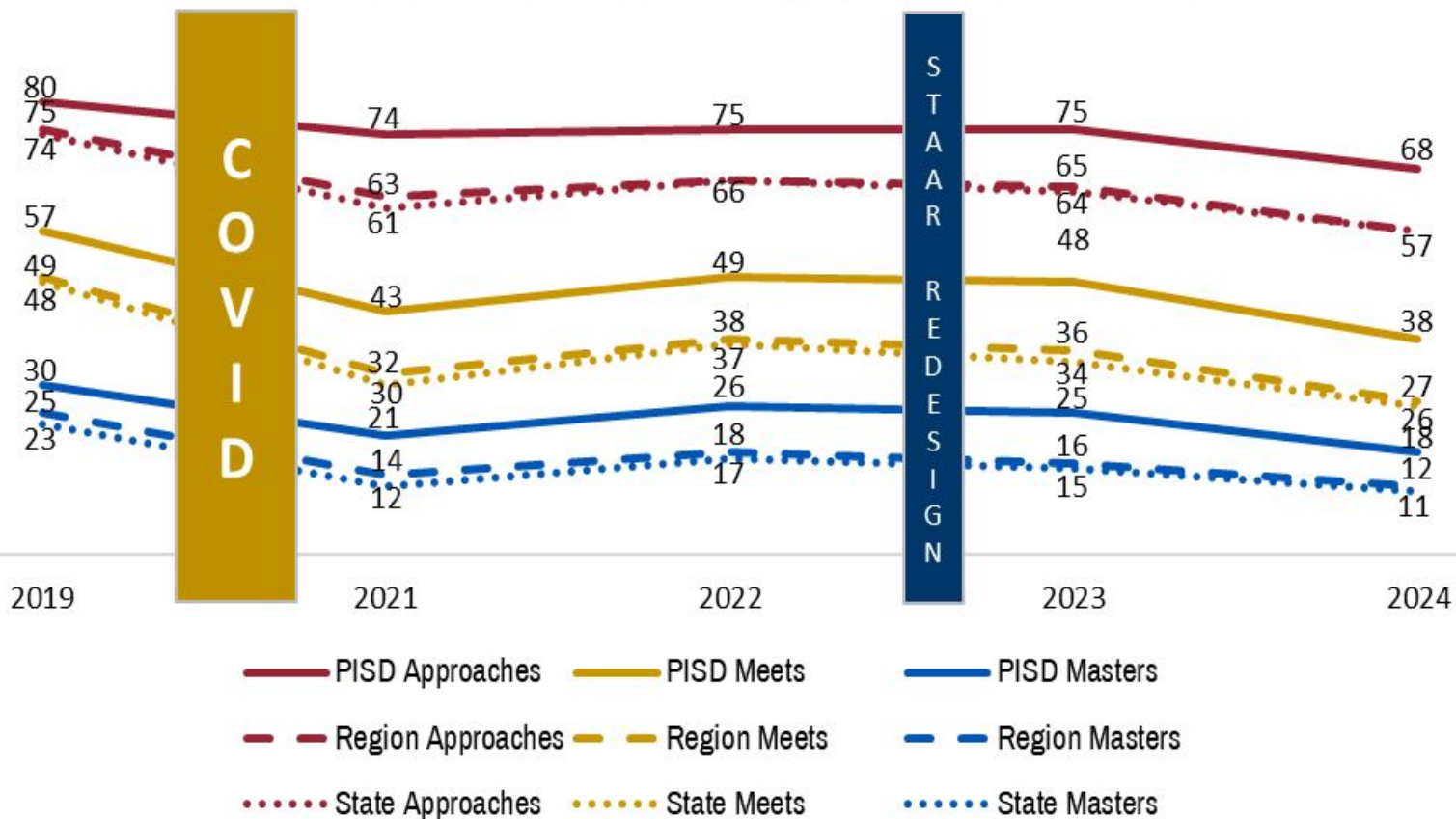




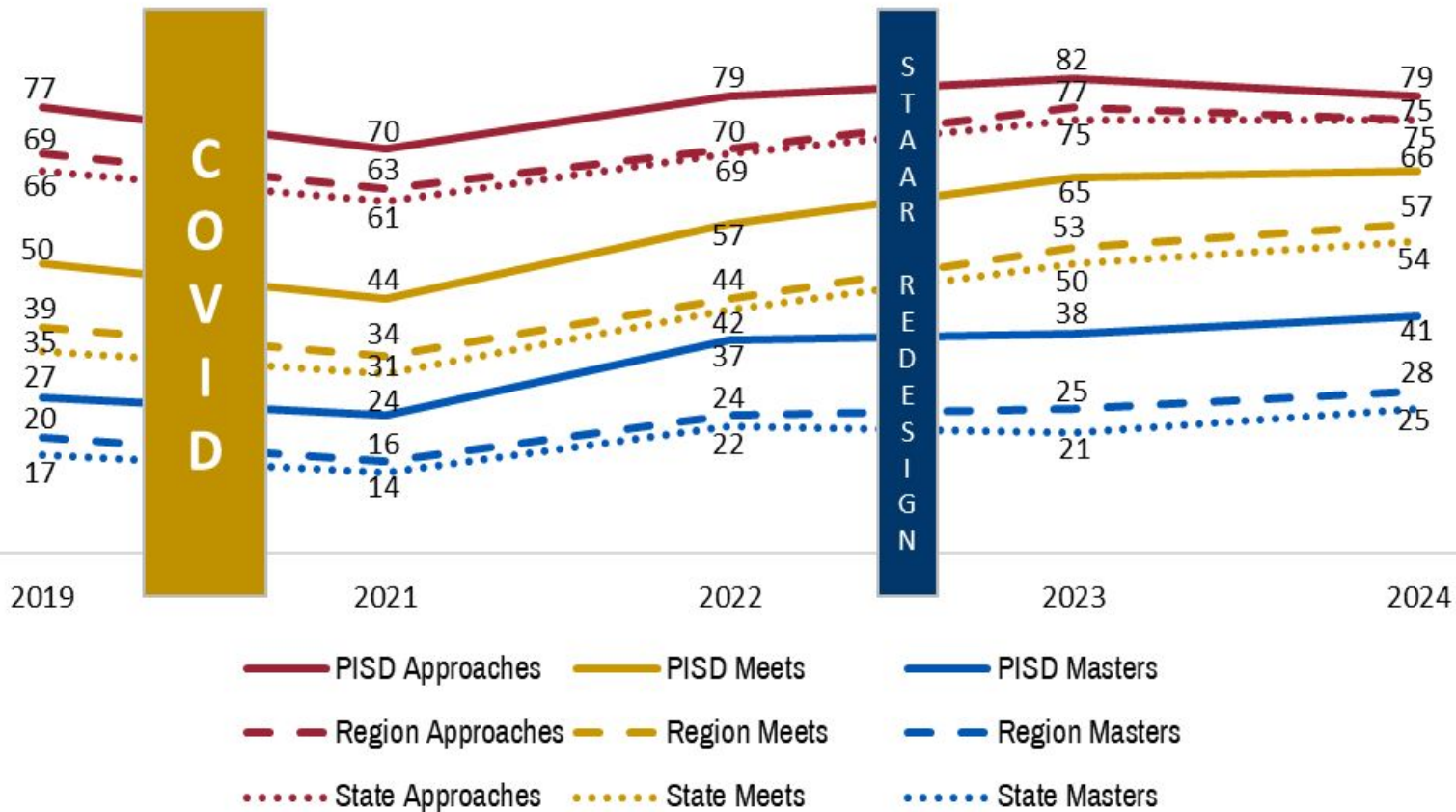
# 5th Grade Math STAAR District, Region, State Comparison



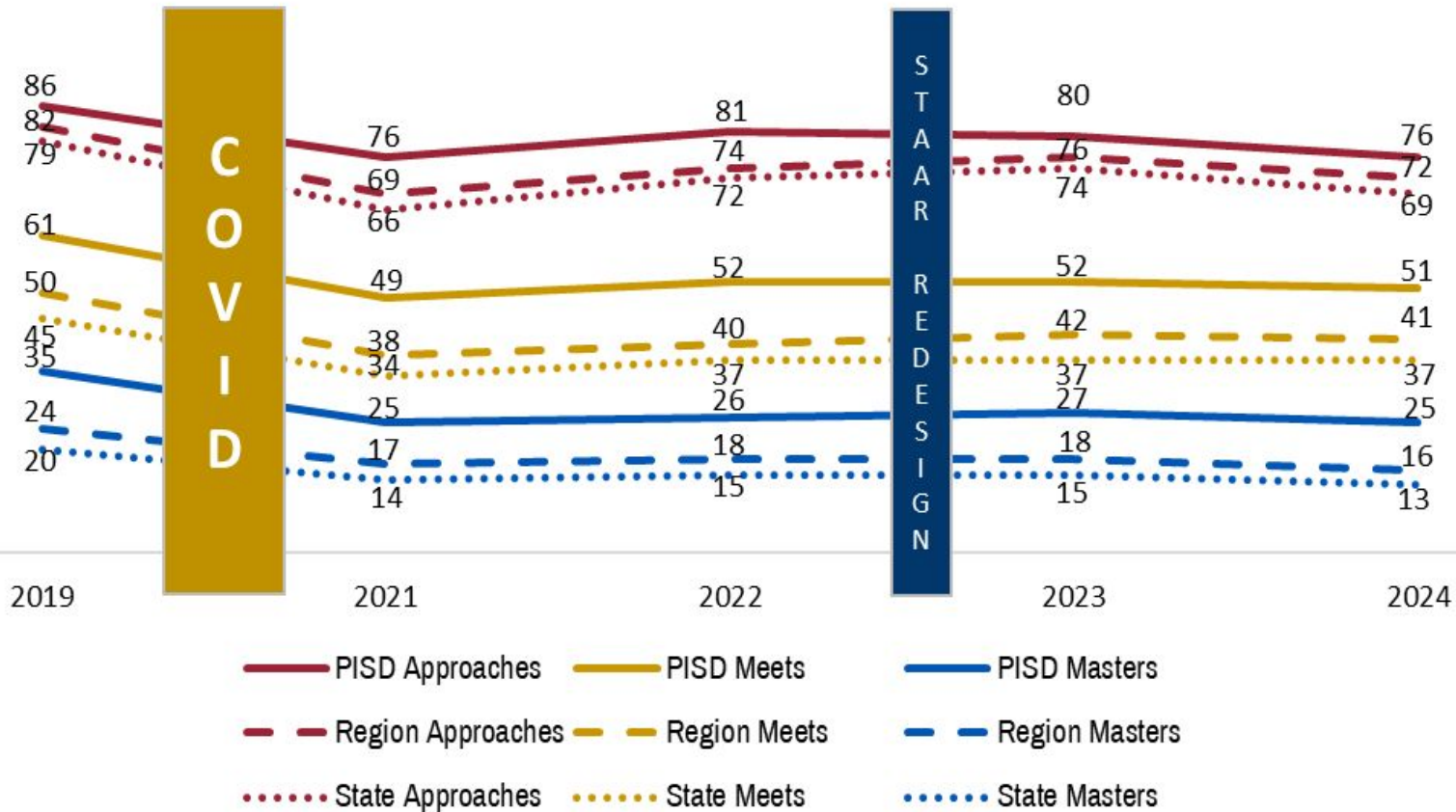
## 5th Grade Science District, Region, State Comparison



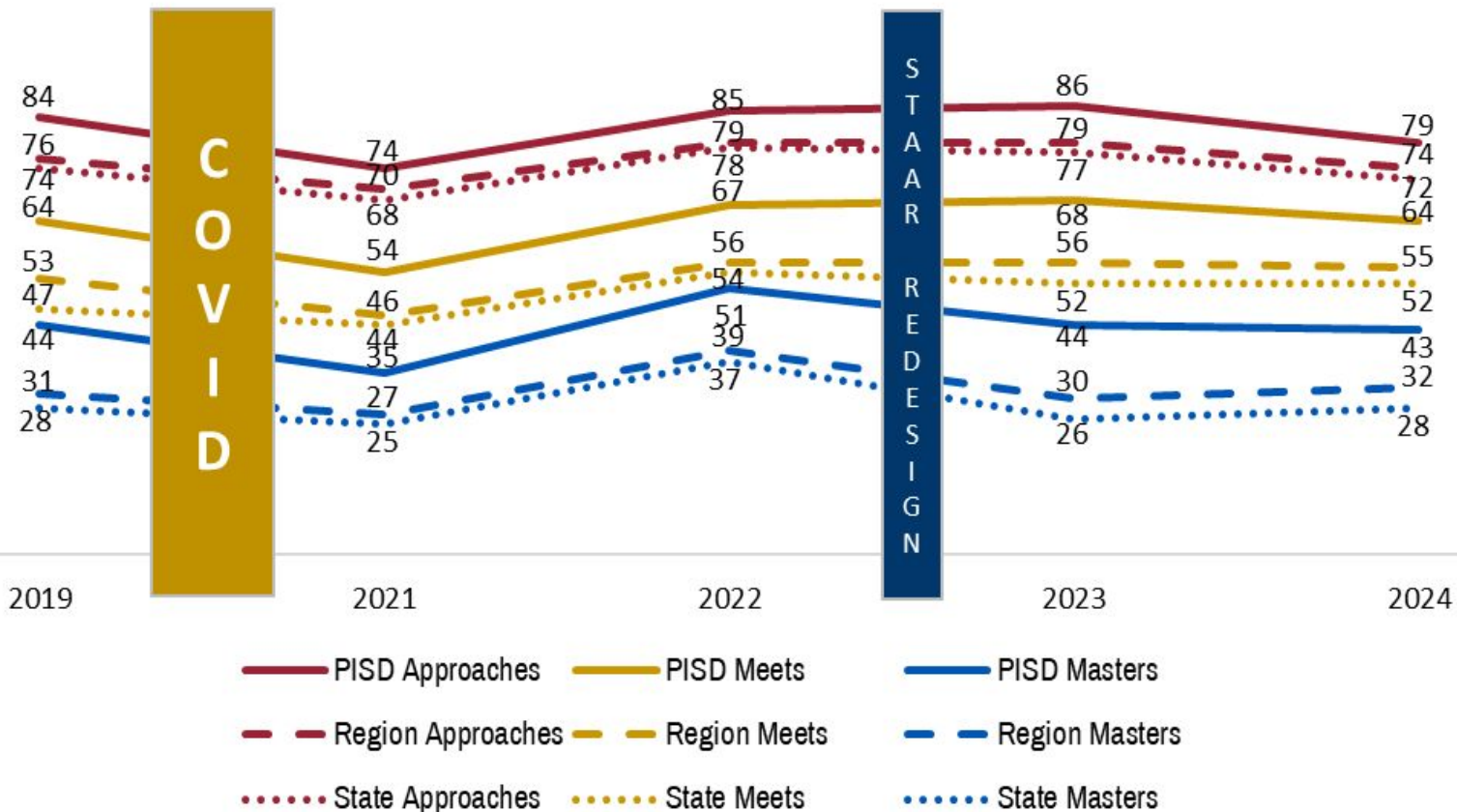
## 6th Grade RLA STAAR District, Region, State Comparision



## 6th Grade Math STAAR District, Region, State Comparison

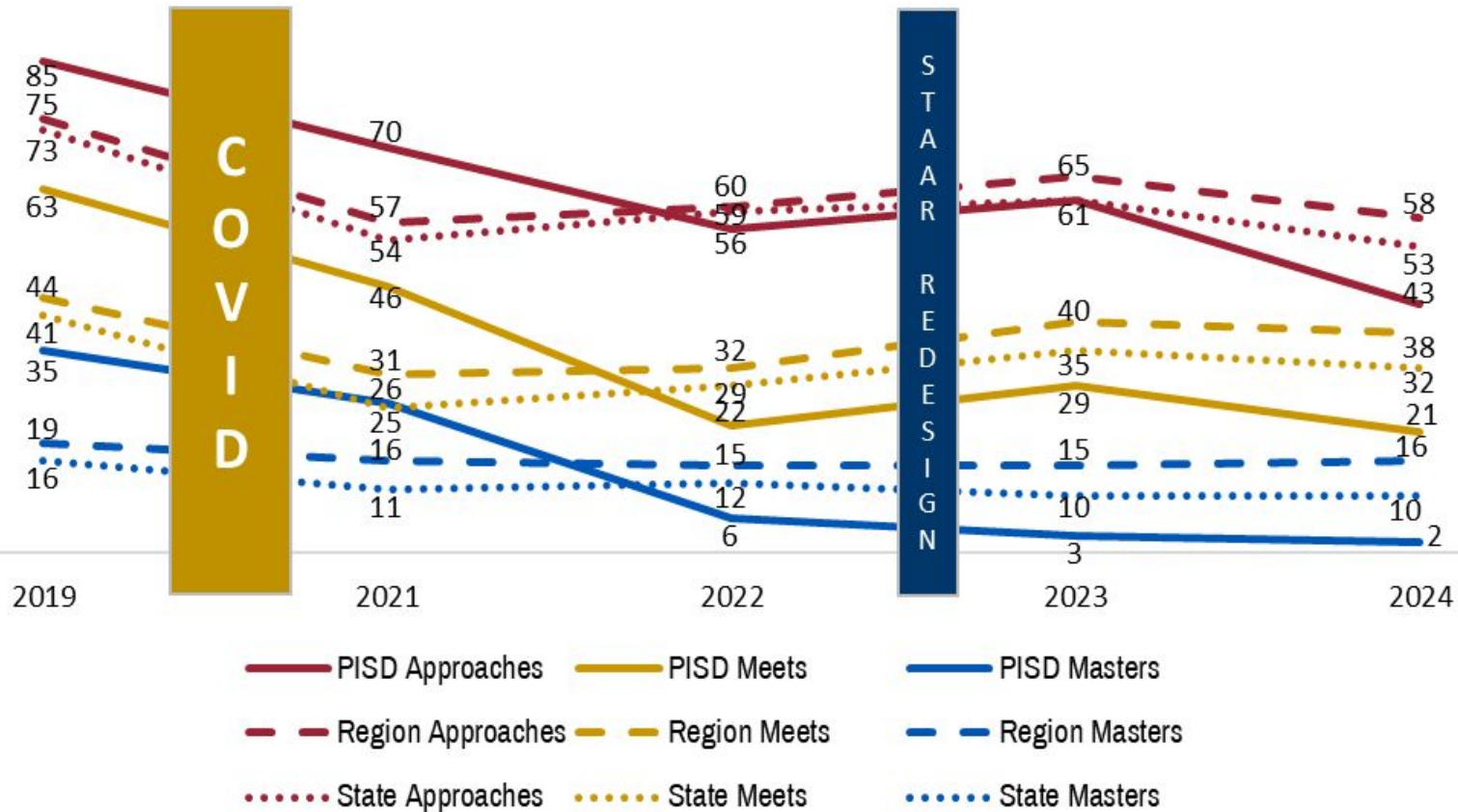


# 7th Grade RLA STAAR District, Region, State Comparision

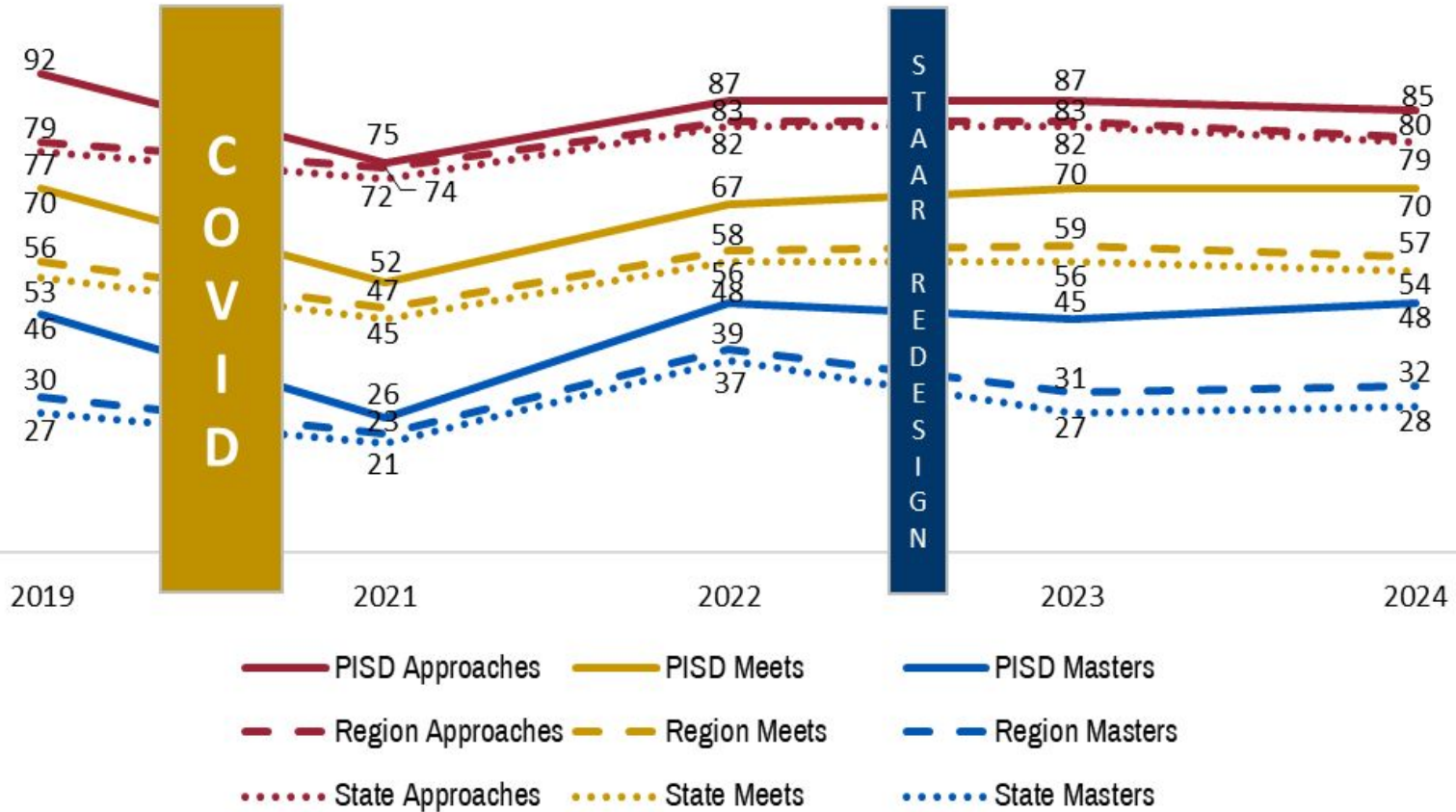




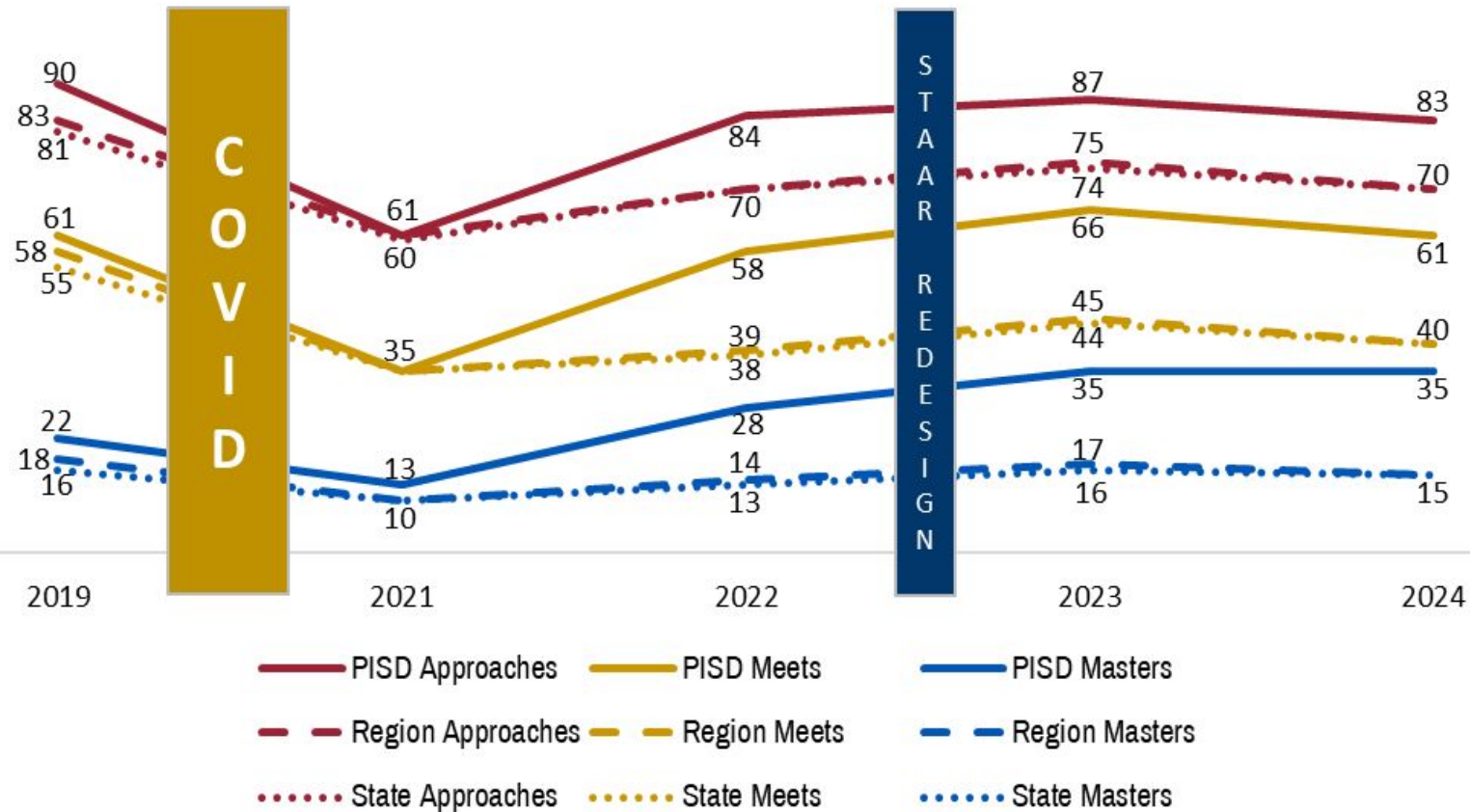
## 7th Grade Math STAAR District, Region, State Comparison



# 8th Grade RLA STAAR District, Region, State Comparision

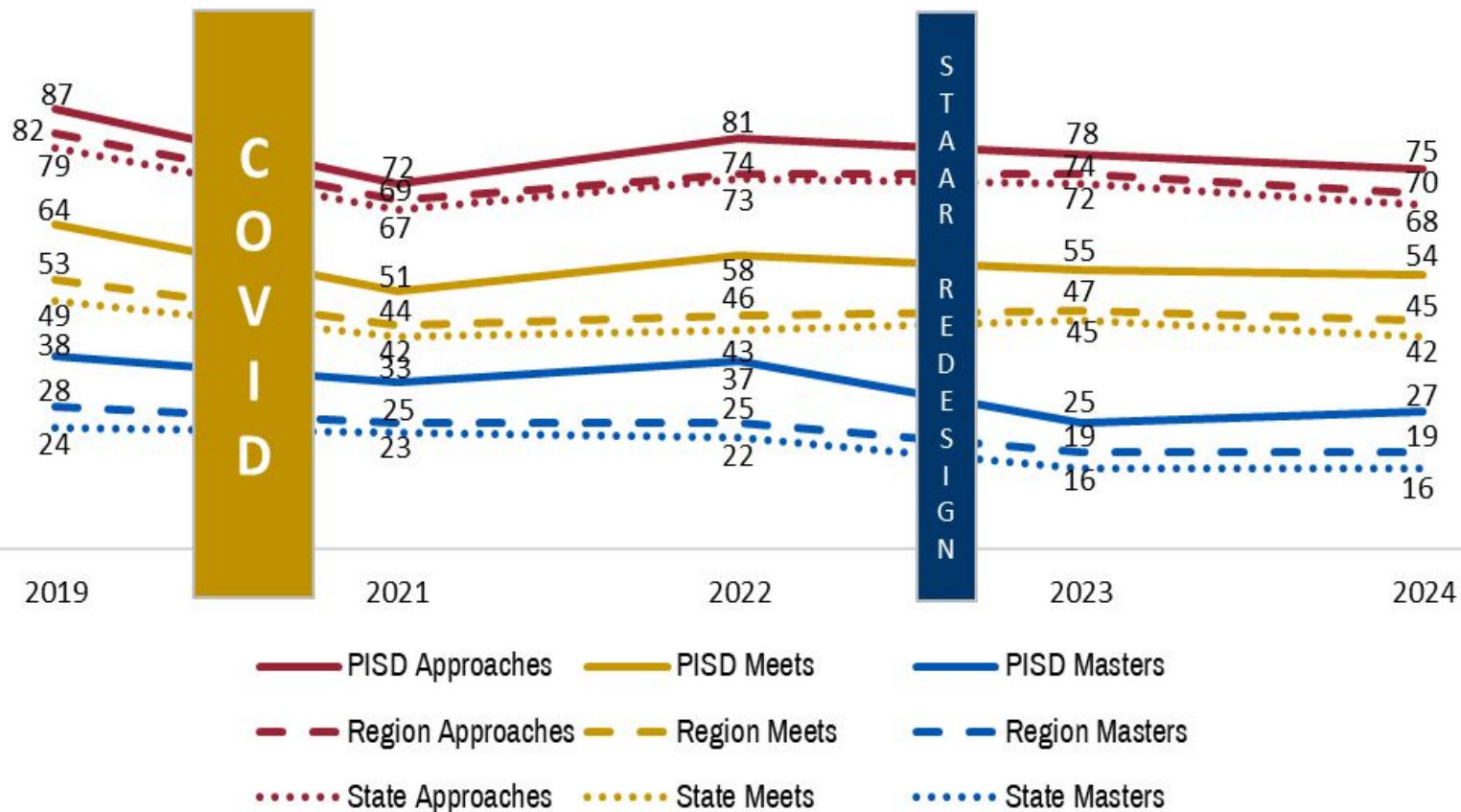


# 8th Grade Math STAAR District, Region, State Comparison

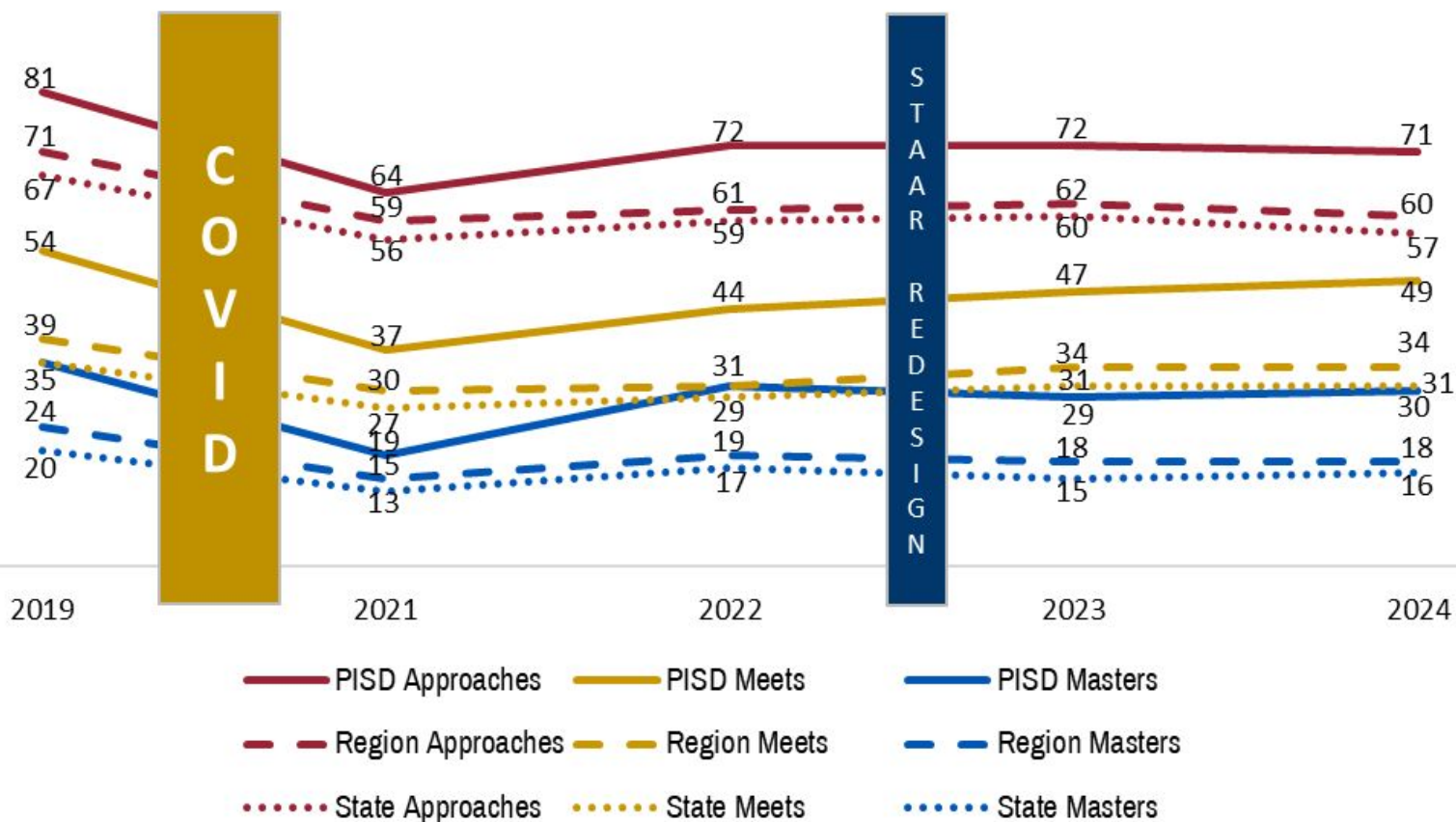




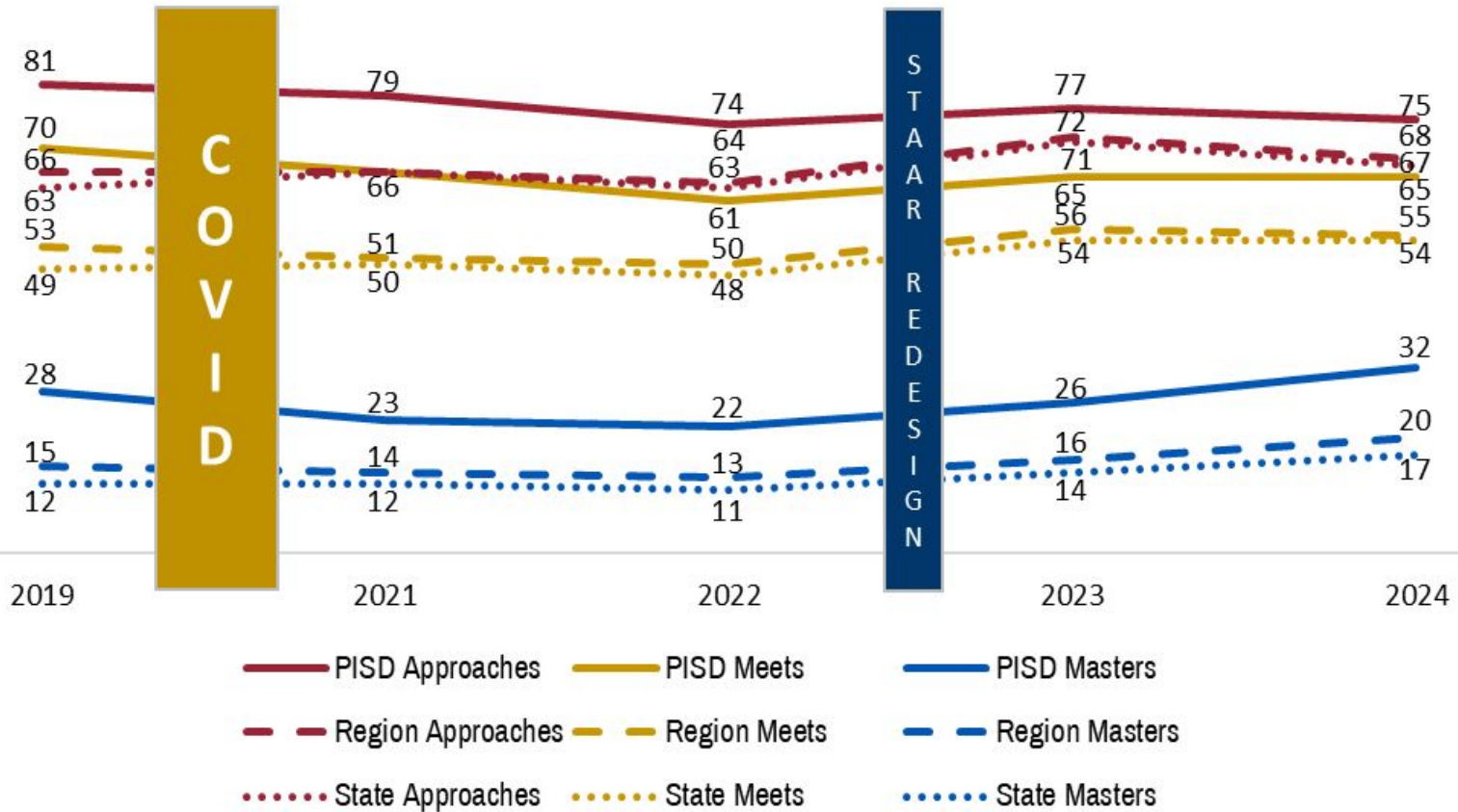
## 8th Grade Science District, Region, State Comparison



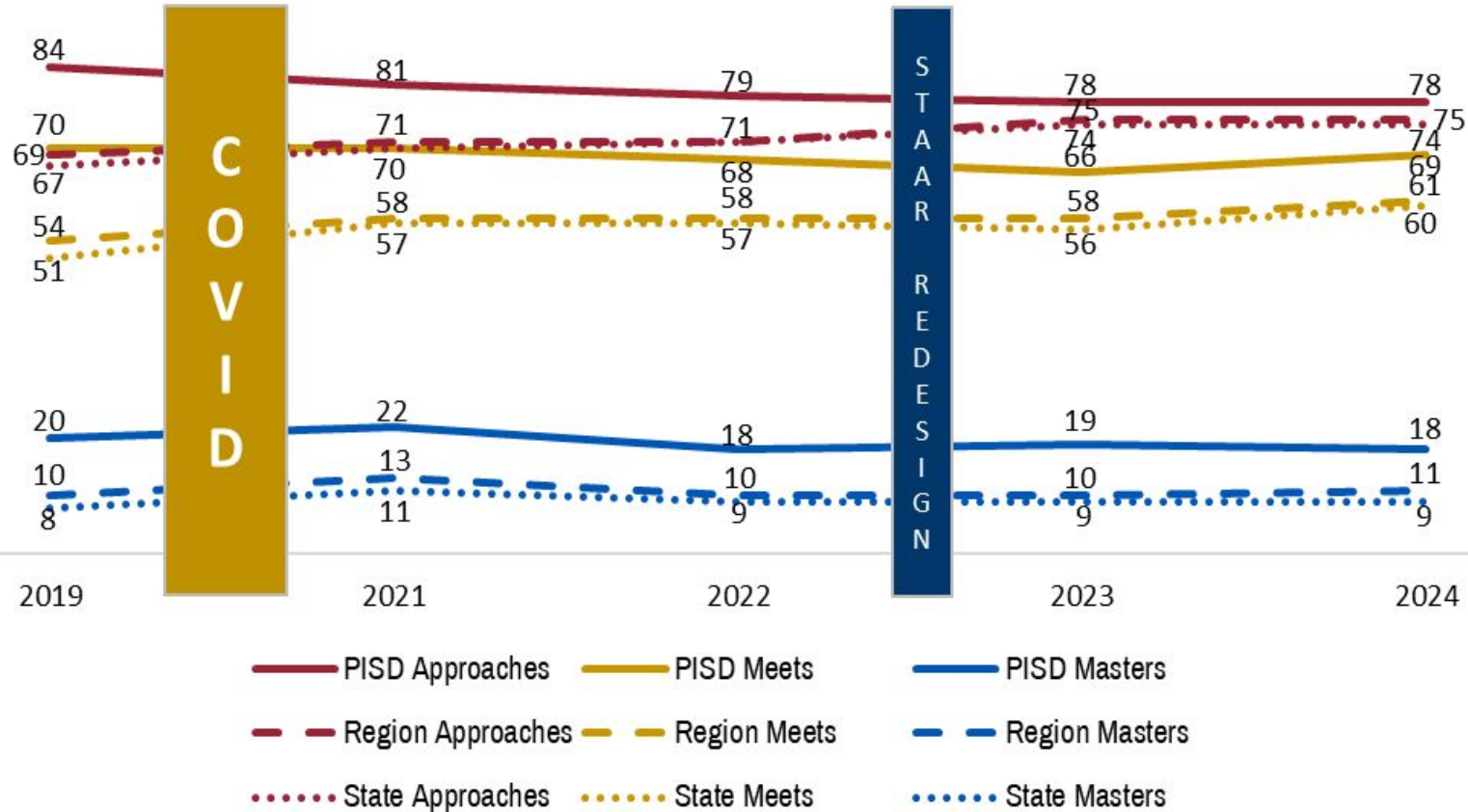
# 8th Grade Social Studies District, Region, State Comparison



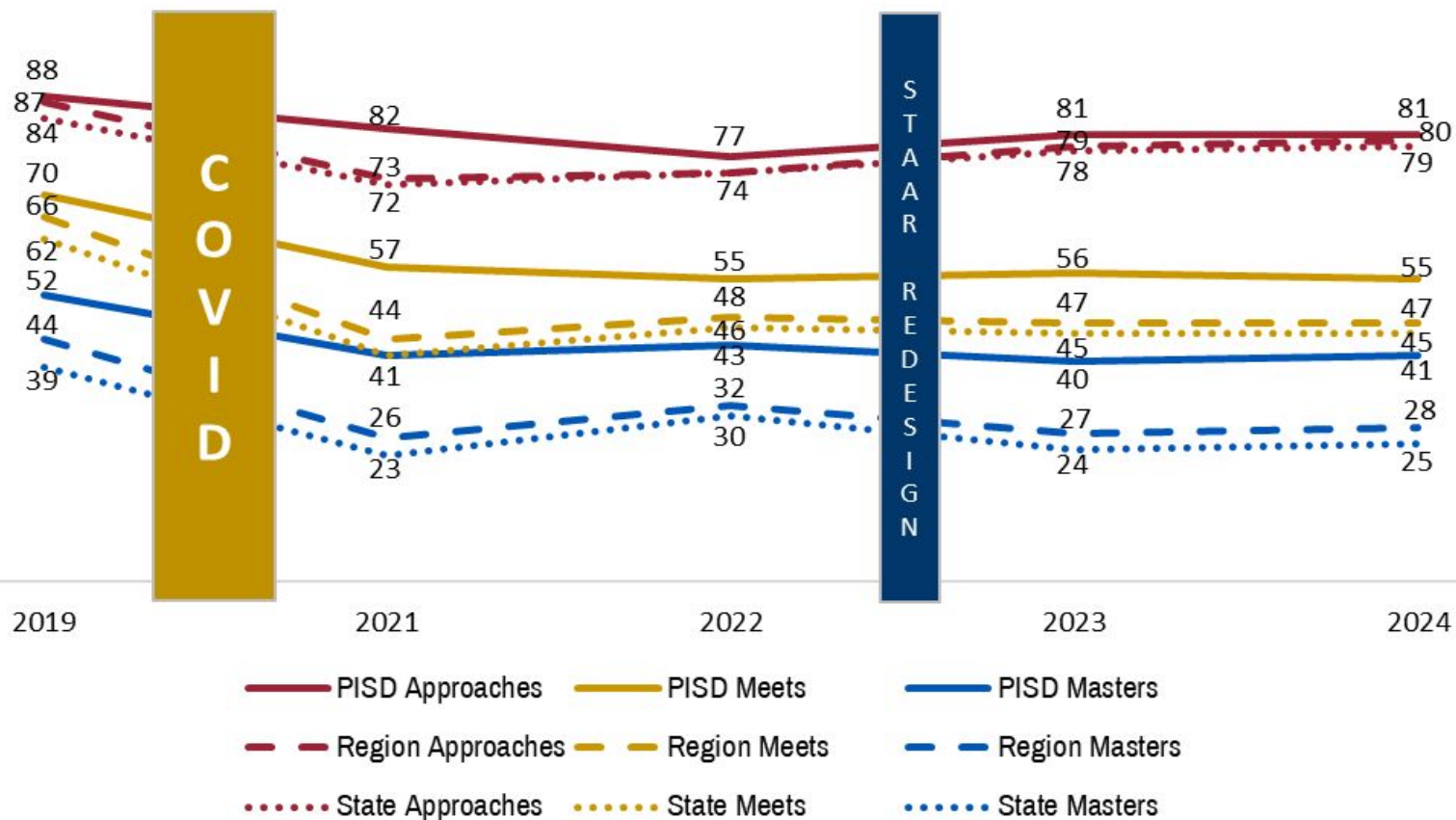
# English I EOC District, Region, State Comparision



## English II EOC District, Region, State Comparison

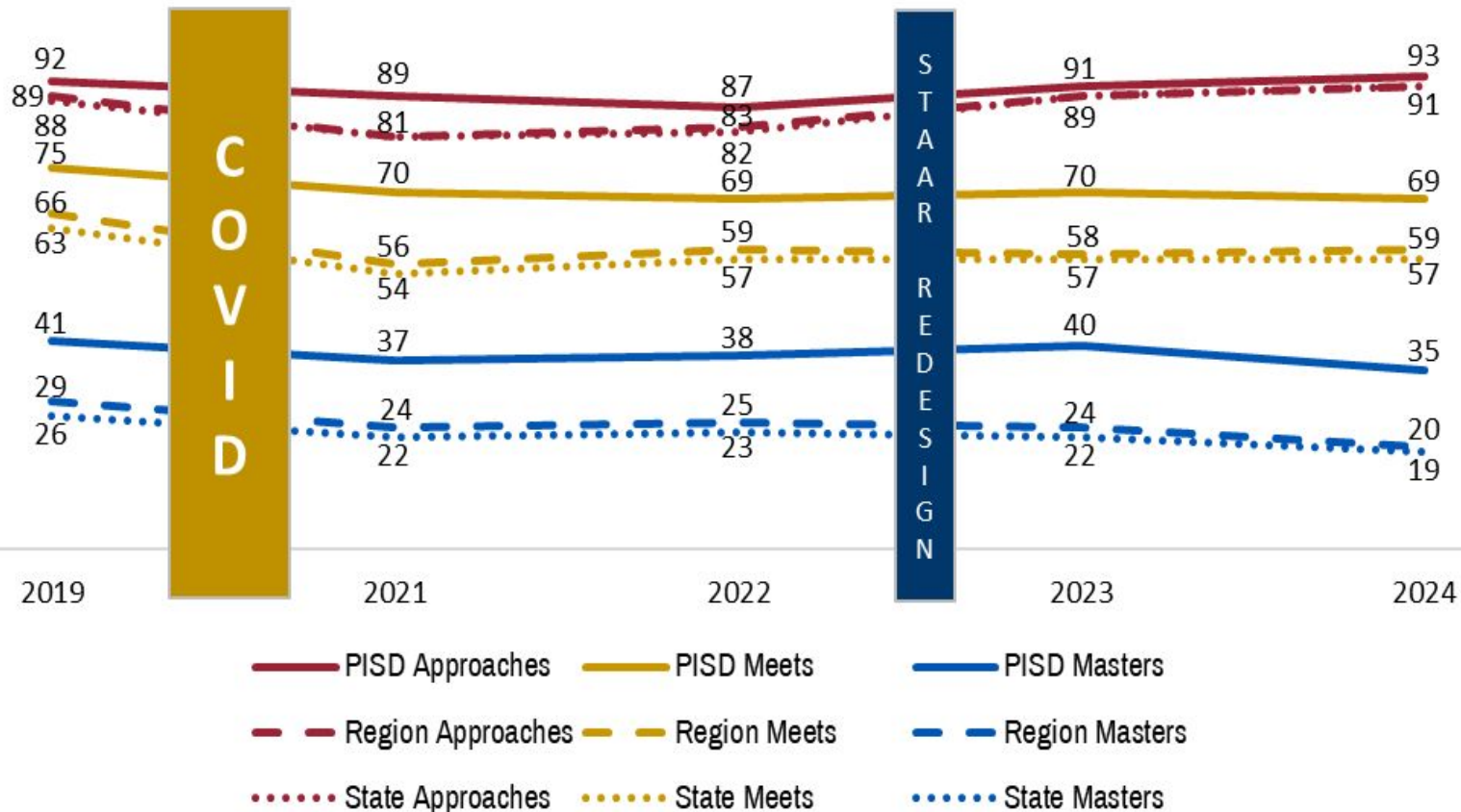


# Algebra I EOC District, Region, State Comparison

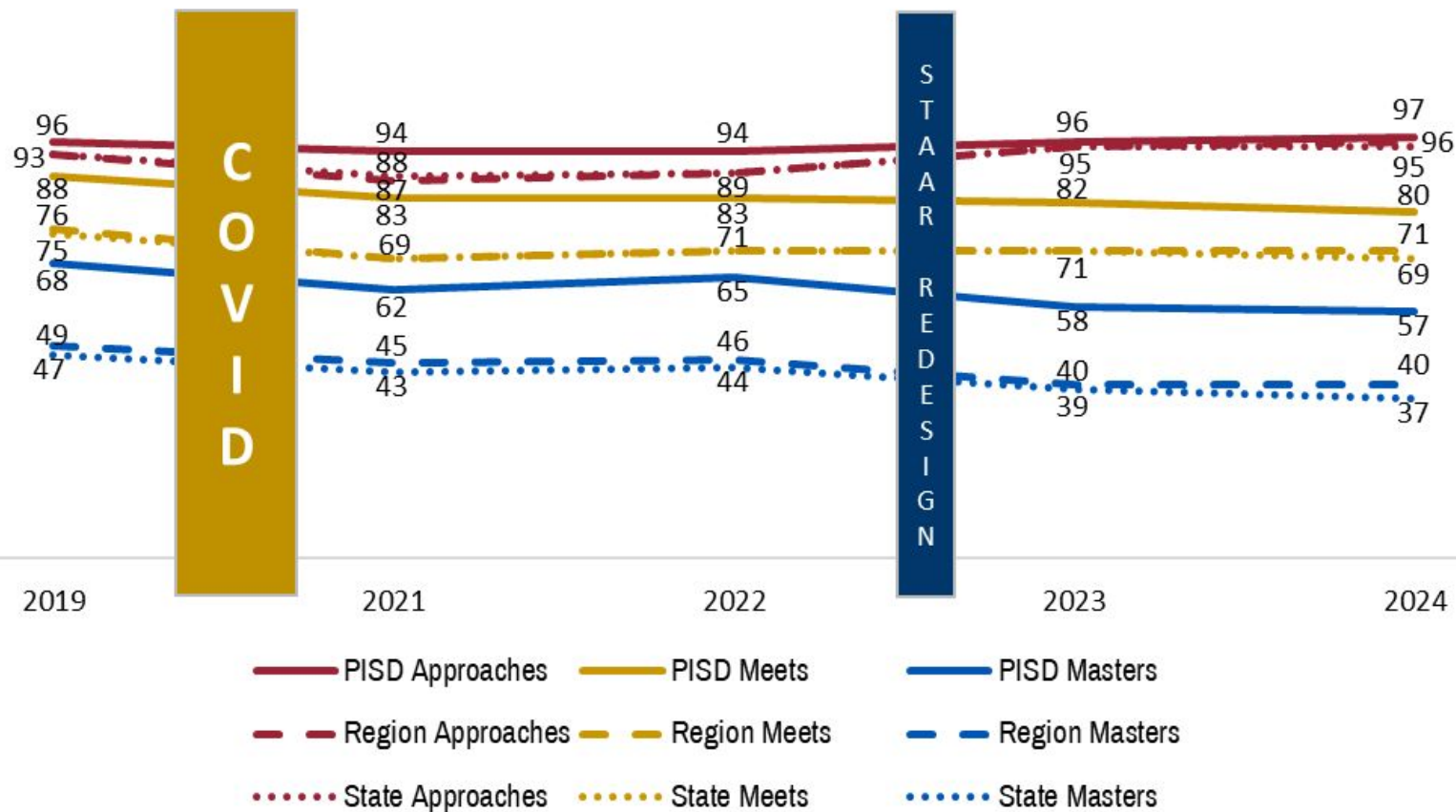




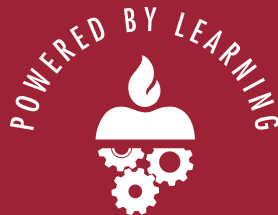
# Biology EOC District, Region, State Comparison



# US History EOC District, Region, State Comparison



# District Improvement Plan Process Update





# Focusing Our Work for 2024-2025

## Process

- Comprehensive review of progress on Strategic Roadmap
- Identifying key priorities for the 24-25 school year from the Strategic Roadmap
- Aligning continuous improvement efforts

## Components

- Strategic Roadmap
- District Improvement Plan
  - Priorities (Strategic Plan Objectives)
  - Goals (SMART)→ Performance Targets
  - Strategies→ Data Metrics, Staff Responsible, Problem Statements



# Strategic Roadmap 2024-2025 Report

- Each objective has a signal describing our current state for the objective

## Signals



**Maintain Efforts** - The systems in place are designed to achieve the objective and relevant evidence will continue to be evaluated.



**Consider Improvements** - System improvements are necessary in the future and relevant data will be closely monitored.



**Improvement Focus** - System improvements are necessary and will be prioritized this school year.

## STRATEGIC ROADMAP

The Board-adopted Strategic Roadmap provides a clear direction for the District through the end of the 2027-2028 school year. This guiding document serves to anchor the District's continuous improvement efforts. Each year, the District's priorities and goals should be directly aligned with the strategic roadmap to ensure focus and progress toward achieving the objectives.

Strategic Roadmap Pillars	Pillar 1: Teaching & Learning	Pillar 2: Life Ready	Pillar 3: Talent Acquisition, Support & Growth	Pillar 4: Safety, Wellness & Community Engagement	Pillar 5: Partnerships & Strategic Resource Management
Definition	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.	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.	The core, 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.	All Plano ISD facilities will provide a safe and welcoming environment for students, staff and families to experience a sense of belonging.	Plano ISD will maximize resources and community partnerships to achieve district goals that meet the needs of students and staff.
Objective	1.1 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.	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.	3.1 Implement a talent recruitment, development and retention plan to ensure a highly qualified staff member in every position.	4.1 Implement safety measures and protocols at all facilities and events.	5.1 Increase community partnerships to evaluate student learning outcomes and experiences.
	1.2 Develop and deliver systems for learning that scaffold expectations and provide support for all staff, campus administrators and district office leaders to ensure engaging, high levels of learning for all students.	2.2 Provide improved marketing, communications and advising for students and families related to pathways for the future.	3.2 Design and deliver a multi-pronged, aligned Professional Learning plan for onboarding and continuous growth to increase student engagement, achievement and growth.	4.2 Implement interventions and systems of support to ensure a safe, orderly and respectful learning environment.	5.2 Implement budget processes through the Strategic Allocation Model to ensure resource alignment to student needs and desired outcomes.
	1.3 Design and implement a program evaluation model and calendar that provides data for program improvement on an annual basis.	2.3 Increase access and opportunities for students to achieve CCMU readiness status (Pre-K through 12th grade system).	3.3 Design and implement systems and opportunities to strengthen the Plano ISD Leadership Pipeline for all levels of the organization.	4.3 Create a culture of belonging for all members of the Plano ISD community.	5.3 Develop and implement plans to efficiently use district facilities that will provide expanded opportunities for students.
	1.4 Design student experiences to increase student agency and engagement in and out of the classroom.			4.4 Engage the community through timely, consistent and innovative communication.	

# Pillar 1: Teaching & Learning



# DIP Priority 1

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

# Goal 1

By the end of the 2024-2025 school year, the district will implement, with fidelity, a system to use data to align curriculum writing, assessment development, professional learning communities and instructional practices.

# Strategy 1

Implement a revised District Support Team (DST) approach that sets clear expectations and accountability for using data to identify high priority knowledge and skills by campus, grade level, and subject and to provide more intentional support to improve teacher efficacy.

## Strategy 2

Revise curriculum documents and develop common formative assessments that focus on the district-identified high priority knowledge and skills.

## Strategy 3

Develop a comprehensive coaching deployment and professional learning plan to support identified teachers in improving instruction focused on HPKS(high priority knowledge & skills).



## Strategy 4

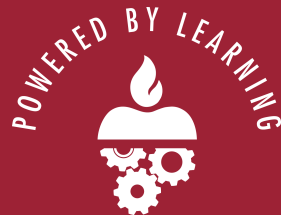
Develop a video library of professional learning modules that can be used by teachers and teams to increase their instructional capacity.

# Strategy 5

Clarify and communicate expectations, and provide coaching and professional learning, for delivering and monitoring Tier 2 instruction at the Middle School level.

# Pillar 2

## Life Ready



## DIP Priority 2

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

# What is CCMR?

**College Career** and **Military** Readiness (CCMR) is about preparing students for life after graduation.

It is made up of curriculum, resources, programs and activities that help students have the tools they need to enter college or the workforce and begin a career.

The goal of Plano ISD is for **EVERY** student to meet at least one CCMR criteria and show the world they are life ready!



# What Is the CCMR Criteria?

## College Readiness

- **Meet TSI in ELA/Reading and Math**
  - SAT
  - ACT
  - TSI Assessment (TSI-A)
  - College Prep\*
- **Meet criteria on AP or IB exam**
- **Dual credits (ENGL, MATH, or 9 credits)\***
- **Associate's Degree\***
- **OnRamps**

## Career Readiness

- **Level I or II Certificate**
- **Industry-Based Certification AND completion of aligned program of study\***
- **Complete IEP and workforce readiness\***
- **Advanced diploma plan for SPED students\***
- **Enlist in Armed Forces or Texas National Guard\***

# New CCMR Targets

The accountability system was refreshed for 2022-2023 using new cut scores.

Rating	CCMR Score Cut Points
A	88
B	78
C	64
D	51

60% was the threshold for an A rating prior to the refresh

# CCMR Longitudinal Data



CCMR Indicator	2018 CCMR with 2017 Grads	2019 CCMR with 2018 Grads	2020 CCMR with 2019 Grads	2021 CCMR with 2020 Grads	2022 CCMR with 2021 Grads	2023 CCMR with 2022 Grads
Scored at or above College Ready level on SAT, ACT and/or TSIA	64%	66%	64%	62%	60%	56%
Scored high enough to earn college credit on AP/IB Exams	47%	47%	47%	45%	44%	41%
Dual Credit - Earned credit for at least 3 hours in ELA or Math or 9 hours in any subject	14%	18%	18%	15%	14%	16%
Earned an Industry Based Certification (IBC) from approved list	3%	6%	7%	9%	15%	19%
Graduated with Completed IEP and Workforce Readiness	0%	3%	6%	5%	1%	4%
Graduate under an advanced degree plan & identified as a current Special Education students (2018 grads first eligible)	NA	3%	4%	4%	4%	5%
CTE Coherent Sequence Coursework Aligned with IBC and did not meet any other criteria (½ credit); Beginning with 2020 Grads this will no longer be included in CCMR Score	1%	3%	7%	No longer Included in CCMR Score	No longer Included in CCMR Score	No longer Included in CCMR Score
<b>Total Credit for CCMR Criteria</b>	<b>71%</b>	<b>79%</b>	<b>86%</b>	<b>73%</b>	<b>71%</b>	<b>72%</b>



# Our 5-Year CCMR Board Goals

Plano ISD CCMR Board Outcome Goal:

*The percentage of Seniors or Graduates that meet criteria for CCMR will increase from 68% in 2022 to **90%** by August 2027.*

Yearly Target Goals				
2023 (class of 2022)	2024 (class of 2023)	2025 (class of 2024)	2026 (class of 2025)	2027 (class of 2026)
70% (72%)	73% (75%)	88%	89%	90%

Currently, PISD seniors are at 46% CCMR Met.



# CCMR Strategies

Goal 2 of the DIP: *By the end of the 2024-2025 school year, the district will set clear expectations and implement a system of accountability for CCMR performance at all high school grade levels (9-12).*

- **Strategy 1:** Improve principal and counselor awareness and understanding of the appropriate use of non-traditional CCMR pathways and require each campus to create a [CCMR Action Plan](#).
- **Strategy 2:** Provide professional learning regarding how to integrate revisions to high school English and Math curriculum into classroom practices to support improved [alignment of curriculum to PSAT/SAT/TSIA](#).
- **Strategy 3:** Define expectations for required monitoring of CCMR status by secondary campuses and include [CCMR status targets in T-PESS](#) for all secondary campuses.

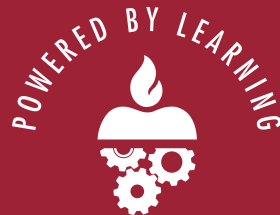
# CCMR Metrics

The following CCMR metrics support students meeting or being on track to meet CCMR criteria in earlier grades:

- 9th Grade CCMR status = 50% CCMR met (AP) or on track for TSI readiness (PSAT 9)
- 10th Grade CCMR status = 65% CCMR met (AP) or on track for TSI readiness (PSAT/NMSQT)
- 11th Grade CCMR status- 70% CCMR met
- 12th Grade CCMR status- 88% CCMR met
- 100% of 7th-11th grade students will complete a graduation plan in SchoolLinks

# Pillar 3

## Talent Recruitment, Development and Retention



## DIP Priority 3

Implement a talent recruitment, development and retention plan to ensure a highly qualified staff member in every position.

## Goal 3

Throughout the 2024-2025 school year, Plano ISD will maintain a consistently high fill rate, with appropriately certified staff, for all teacher and campus-based paraprofessional positions.

# Strategy 1

Build relationships with educator preparation programs to establish new educator pipelines while utilizing third party posting sites/platforms to strategically publicize teacher and paraprofessional vacancies.

## Strategy 2

Create opportunities for staff to provide feedback regarding their employment experience in Plano ISD.

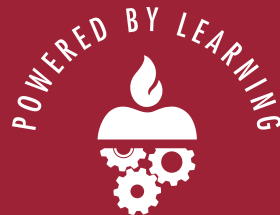


# Strategy 3

Implement a new system and provide training to hiring managers to build capacity in hiring efforts and to support the identification and retention of quality staff.

# Pillar 4

## Safety, Wellness & Community Engagement



# DIP Priority 4

Engage the community through timely, consistent and innovative communication.

## Goal 4

By the end of the 2024-25 school year, identified staff will have expanded capacity to participate in coordinated communication efforts and enhance parent, staff and community engagement.

# Strategy 1

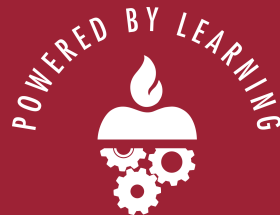
Create a comprehensive district marketing plan and related training program for identified staff.

# Strategy 2

Develop and launch new comprehensive district and campus websites.

# Pillar 5

## Partnerships & Strategic Resource Management



## DIP Priority 5

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



## Goal 5

By the end of the 2024-2025 school year, district operations will be fully transitioned from TEAMS to the Skyward ERP and SIS solutions.

# Strategy 1

Establish weekly meetings with key stakeholders to provide status updates, make informed decisions, and remove potential roadblocks.

## Strategy 2

Implement a comprehensive training plan to ensure campus and department staff are equipped with the knowledge and skills to effectively continue with business operations.

# DIP Priority 6

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

# Goal 6

By the end of the 2024-2025 school year, the District will implement a comprehensive transition plan to support students impacted by the school closures and attendance boundary adjustments.

# Strategy 1

Create comprehensive campus transition plans and teams for each campus that is receiving students in the 2025-2026 school year as a result of school closures or attendance boundary adjustments.

## Strategy 2

Adjust bus routes to provide transportation for impacted, eligible students.

## Strategy 3

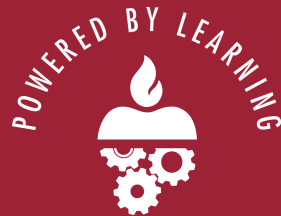
Renovate Harrington Elementary School to accommodate the Regional Day School Program for the Deaf.



# DBIC Approval Vote



# Next DBIC Meeting



# Thank you!

