

**Plano Independent School District
Jasper High School
2023-2024 Improvement Plan**



Board Approval Date: October 3, 2023

Mission Statement

Jasper High School is dedicated to providing a unified, caring environment where each student will be prepared to succeed in a diverse and challenging world.

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Priority Problem Statements

Problem Statement 1: Demographic inequalities exist in enrollment in honors and AP classes.

Root Cause 1:

Problem Statement 1 Areas: Demographics

Problem Statement 2: There is a perception that high-achieving students are valued more than ALL students.

Root Cause 2:

Problem Statement 2 Areas: Perceptions

Goals

Revised/Approved: September 8, 2023

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.

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Performance Objective 1: 9-12 READING LANGUAGE ARTS

The percentage of students that score Meets grade level or above on STAAR English I and II will increase from 89% in 2022 to 90% by June 2024. The Special Education student group performance will increase from 41% in 2022 to 76% by June 2024. The Economically Disadvantaged student group performance will increase from 76% in 2022 to 80% by 2024.

Evaluation Data Sources: 2024 STAAR EOC English I & II

Strategy 1 Details	Reviews		
Strategy 1: Each teacher will develop an instructional goal based on one element of the Jasper Instructional Snapshot. Staff Responsible for Monitoring: Principal and administrative team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Professional learning opportunities will focus on individual elements of the Jasper Instructional Snapshot, with staff meetings occurring monthly. Staff Responsible for Monitoring: Principal and administrative team	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: The administrative team will conduct classroom walkthroughs that align with the Jasper Instructional Snapshot to provide a mosaic for the implementation of each element. Staff Responsible for Monitoring: Principal and administrative team	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Each PLC will create an instructional goal that aligns to the standards identified through the running of the Leadership Report Card, which identifies high-priority knowledge and skills. Staff Responsible for Monitoring: Principal and administrative team	Formative		Summative
	Nov	Feb	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

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Performance Objective 2: 9-12 MATHEMATICS

The percentage of students that score Meets grade level or above on the Algebra I EOC will increase from 49% in 2022 to 52% by June 2024. The Special Education student group performance will increase from 28% in 2022 to 24% by June 2024. The Economically Disadvantaged student group performance will increase from 37% in 2022 to 42% by 2024.

Evaluation Data Sources: 2024 STAAR/EOC Algebra I

Strategy 1 Details	Reviews		
<p>Strategy 1: Each teacher will develop an instructional goal based on one element of the Jasper Instructional Snapshot.</p> <p>Staff Responsible for Monitoring: Principal and administrative team</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative		Summative
	Nov	Feb	June
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	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>			

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Performance Objective 3: 9-12 SCIENCE

The percentage of students that score Meets grade level or above on STAAR/EOC Biology I will increase from 88% in 2022 to 90% by June 2024. The Special Education student group performance will increase from 47% in 2022 to 54% by June 2024. The Economically Disadvantaged student group performance will increase from 67% in 2022 to 72% by 2024.

Evaluation Data Sources: 2024 STAAR/EOC Biology

Strategy 1 Details	Reviews		
Strategy 1: Each teacher will develop an instructional goal based on one element of the Jasper Instructional Snapshot. Staff Responsible for Monitoring: Principal and administrative team ESF Levers: Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Professional learning opportunities will focus on individual elements of the Jasper Instructional Snapshot, with staff meetings occurring monthly. Staff Responsible for Monitoring: Principal and administrative team ESF Levers: Lever 5: Effective Instruction	Formative		Summative
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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: PSAT/NMSQT (10th Grade)

The percentage of 10th grade students who meet the CCR Standard on PSAT/NMSQT Math will increase from xx% in 2023 to 56% by 2024. The percentage of 10th grade students who meet the CCR Standard on PSAT/NMSQT Evidence-Based Reading and Writing will increase from xx% in 2023 to 68% by 2024.

Strategy 1 Details	Reviews		
Strategy 1: Students will receive instruction in August and September on the value and importance of the PSAT. Staff Responsible for Monitoring: English department and principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Extension opportunities will be provided through Connect to better prepare students for success on the PSAT. Staff Responsible for Monitoring: Principal and Connect planning committee	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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Performance Objective 2: Students will be exposed to a variety of opportunities through Connect to emphasize the pathways to college and career readiness.

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: The Jasper New Teacher Mentor Program will provide ongoing and timely support for new and second-year teachers through formal and informal learning opportunities.

Evaluation Data Sources: Staff Surveys/Teacher Retention Data

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		
Strategy 1: Student attendance will be reviewed on a weekly basis by the administrative team to quickly identify students with excessive absences and tardies.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: The MTSS committee will meet every two weeks to continually monitor student attendance and provide appropriate interventions including student conferences, parent conferences, parent training, referral to PARB, etc.	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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		
Strategy 1: The campus will continue developing systems for student supervision including administrative duty schedules, staff duty schedules, and before and after-school duty schedules to proactively monitor students. Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Students will receive training at least once per semester on campus-wide expectations and how to report problems. Staff Responsible for Monitoring: Principal and Connect Committee	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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 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		
Strategy 1: The campus will utilize campus and district resources to provide appropriate interventions for students with drug/alcohol incidents. Staff Responsible for Monitoring: Principal and Counselors	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: The campus will provide training to students and families on the dangers and impact of drug and alcohol use. Staff Responsible for Monitoring: Principal and Counselors	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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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 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		
Strategy 1: Students will receive training from counselors to clearly define bullying and clarify how to report it if it occurs. Staff Responsible for Monitoring: Principal and Counselors	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: All staff members will complete required training to recognize and report any instances of bullying. Staff Responsible for Monitoring: Principal and Counselors	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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 5: All incidents requiring a threat assessment will be completed per District policy.

Strategy 1 Details	Reviews		
Strategy 1: The administrative team will review Review 360 reports weekly to ensure that all threat assessments are completed in a timely manner. Staff Responsible for Monitoring: Principal	Formative		Summative
	Nov	Feb	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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

Performance Objective 1: The campus will work to explore new partnerships based on feedback from SBIC and PTSA.

Evaluation Data Sources: List of Jasper partnerships