

**Plano Independent School District**  
**Plano West Senior High School**  
**2023-2024 Improvement Plan**



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

# Mission Statement

The mission of Plano West Senior High School is to prepare students to strive for excellence and contribute with compassion and integrity to a diverse society.

## Vision

### We Believe...

- education is a dynamic, not a static process which prepares students to be life-long learners.
- success in education is based on a cooperative effort among students, staff, parents, and community.
- all students can achieve success.
- students need critical thinking skills to be successful in today's changing global environment.
- knowledge provides an awareness of our multi-cultural society and contributes to an appreciation of human worth and dignity.
- the strength of the instructional program provides each student with an opportunity to excel academically as well as intellectually.
- strong morals, values, and character provide the foundation for productive citizens.
- that a safe, caring, and nurturing environment is essential to the learning process.
- excellence is the standard in instruction and leadership.
- everyone has an obligation to contribute to the school.

# Table of Contents

We Believe...	2
Goals	4
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.	4
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.	5
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.	9
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.	10
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	15

# Goals

**Revised/Approved: September 12, 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.

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: 9-12 READING LANGUAGE ARTS**

Approximately 94% and 91% of students attending Plano West Senior High have met standard for English I and English II STAAR respectively. At Plano West Senior High, the only students taking English STAAR assessments are students that have previously failed to meet standard multiple times and those that have moved from out of the country. As a result the testing data only represents a very small subset of students that have very high needs. Without this context the following performance objective may be misleading. The percentage of students that score Meets grade level or above on STAAR English I and II will increase from 13% in 2022 to 14% by June 2024. The Economically Disadvantaged student group performance will increase from 10% in 2022 to 14% by

**Evaluation Data Sources: 2024 STAAR EOC English I & II**

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> The campus will use the collaboratively designed snapshot as a model of instruction to guide improvement on Engagement and Relationships. Teacher's professional goals and professional development will be tied to the instructional model.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</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> The English 3 and English 4 Collaborative Teams will embed regular and routine instruction and practice of STAAR and TEKS objectives that students have historically struggled with at Plano West on formative and summative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> English Department Leads</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</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> Targeted interventions for EOC remediation through Edgenuity, master scheduling high needs students into designated English 4 sections, and pull out tutorials.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal - Brad Bailey</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</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 English and ESL teams will have Special Education teachers to provide regular and routine input on lesson design to ensure strategies are being embedded with intentionality to meet the needs of the students served through Special Education.</p> <p><b>Staff Responsible for Monitoring:</b> English Department Leads</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</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 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:** PWSH 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.

**Evaluation Data Sources:** PWSH will increase the four-year graduation rate for all students from 96.5% for the class of 2021 to 97.5% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for African American students from 93.9% for the class of 2021 to 94.9% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for Hispanic students from 91.6% for the class of 2021 to 92.6% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for White students from 98.5% for the class of 2021 to 99.5% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for Asian students from 98.9% for the class of 2021 to 99.9% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for Two or More Races students from 93.1% for the class of 2021 to 94.1% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for Economically Disadvantaged students from 94% for the class of 2021 to 95% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for Emergent Bilingual students from 88.4% for the class of 2021 to 89.4% or higher for the class of 2024-2027 with the long term goal to be at 98%.

PWSH will increase the four-year graduation rate for current Special Education students from 81.4% for the class of 2021 to 85.8% or higher for the class of 2024-2027 with the long term goal to be at 98%.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implement strategies from other goals and performance objectives. <b>Staff Responsible for Monitoring:</b> Campus Admin  <b>TEA Priorities:</b> Connect high school to career and college	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Work with collaborative teams to deliver the most effective and appropriate version of cycle recovery for each content area. <b>Staff Responsible for Monitoring:</b> Team Leaders and Department Chairs  <b>TEA Priorities:</b> Connect high school to career and college	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>			

**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 2: SAT (11th Grade)**

The percentage of 11th grade students who meet the CCR Standard on SAT Math will increase from 53% in 2023 to 56% by 2024. The percentage of 11th grade students who meet the CCR Standard on SAT Evidence-Based Reading and Writing will increase from 69% in 2023 to 71% by 2024.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> The campus will use the collaboratively designed snapshot as a model of instruction to guide improvement on Engagement and Relationships. Teacher's professional goals and professional development will be tied to the instructional model.</p> <p><b>Staff Responsible for Monitoring:</b> Associate Principal, Brad Bailey</p> <p><b>TEA Priorities:</b> Connect high school to career and college</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> The Math Collaborative Teams will review SAT standards connected to their course standards so that we can embed regular and routine instruction and practice of SAT objectives that students have historically struggled with at Plano West on formative and summative assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Math Department Chair and Support Admin</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</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> Provide SAT study materials to students and families.</p> <p><b>Staff Responsible for Monitoring:</b> Counseling Department</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college</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 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		
<p><b>Strategy 1:</b> The campus will use the collaboratively designed snapshot as a model of instruction to guide improvement on Engagement and Relationships to help ensure students are motivated to come to school everyday.</p> <p>Campus administrators will monitor student attendance to provide real time interventions and supports and utilize the Plano Attendance Review Board.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Admin</p>	Formative		Summative
	Nov	Feb	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>			

**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		
<p><b>Strategy 1:</b> The campus will use the collaboratively designed snapshot as a model of instruction to guide improvement on Engagement and Relationships to help ensure students are focused on learning everyday.</p> <p>Meet with all students to set behavioral expectations and consequences.</p> <p>Continue to refine Safe and Civil Schools learning and roll out, including campus supervision plan.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Admin</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>			

**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.

**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		
<p><b>Strategy 1:</b> The campus will use the collaboratively designed snapshot as a model of instruction to guide improvement on Engagement and Relationships to help ensure students are focused on learning everyday.</p> <p>Meet with all students to set behavioral expectations and consequences.</p> <p>Continue to refine Safe and Civil Schools learning and roll out, including campus supervision plan.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Admin</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>			

**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> Monitor Review 360 behavior incidents and threat assessments entered. <b>Staff Responsible for Monitoring:</b> Student Services Admin	<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 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