Pflugerville Independent School District

District Improvement Plan

2014-2015

Accountability Rating: Met Standard
Mission Statement

Our mission at Pflugerville Independent School District is to provide a quality education with a commitment to excellence by facilitating learning in a safe and nurturing environment.

Vision

Our students are...

- Productive citizens committed to the community.
- Enthusiastic learners who practice continual self development.
- Sensitive to others' needs and feel safe, both physically and emotionally.
- Applying and understanding technology.
- Positive role models.
- Setting challenging personal goals to achieve their full potential.
- Effective problem solvers and decision makers who communicate clearly and work well independently as team members.

Value Statement

We believe that...

- The community expects and supports a quality education as the key to student success.
- A strong work ethic strengthens our schools and community.
- A safe community contributes to the quality of life in Pflugerville ISD.
- All individuals have worth.
- Education is an important priority that keeps our community productive and healthy.
- Our children are afforded equitable educational opportunities to achieve their potential.
Table of Contents

Goal 1: Each student will be fully prepared to reach his/her potential. ................................................................. 4
Goal 2: PfISD Learning Communities will provide a safe and nurturing school environment. ..................................... 9
Goal 3: PfISD will attract, develop, and retain world class educators committed to serving each student. .................. 9
Goal 4: PfISD will develop and promote positive community relations through effective communication, the involvement of stakeholders, and the establishment of business and community partnerships. ................................................................. 11
Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable. ................................. 11
Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 1: The Curriculum and Instruction team will develop data informed vertical alignment documents for all core content areas that identify Pflash-point standards and Pfocus standards. These documents will be launched in September 2014 and completed by December 2014.

Summative Evaluation: A vertically and horizontally aligned curriculum that address performance gaps among special populations.

Performance Objective 2: The C&I team will collaborate with other departments so that all core current written curriculum unit maps will address Tier I, II and III, differentiated instruction, technology, special needs modifications, depth and complexity, ELL standards, and Advanced Academics Components. This will be done by August 2015.

Summative Evaluation: Curriculum unit maps for all core content area courses/subjects that address Tier I, II, and III, differentiated instruction, technology, special needs, depth and complexity, ELL standards and advanced academics.

Performance Objective 3: The C&I team will develop aligned curriculum unit maps that address Pfocus standards, skills, concepts, levels of thinking, instructional strategies (in Tier 1, Tier 2, and Tier 3), key vocabulary, differentiation for special needs students, ELPS, sample assessment items, and critical writing.

Summative Evaluation: Developed data informed curriculum unit maps for all core content areas/subjects that are horizontally aligned.

Performance Objective 4: By July 2015, CTE curriculum documents will be evaluated and ten courses updated based on most critical areas of need.
**Summative Evaluation:** A vertically and horizontally aligned curriculum that address performance gaps among special populations.

**Goal 1:**
Each student will be fully prepared to reach his/her potential.

**Performance Objective 5:** By July 2015 students will be provided industry certification testing opportunities that are tied directly to course curriculum to increase the number exams taken and passed by 30.

**Summative Evaluation:** Increase in exams passes and exams taken.
Baseline Data:
Total Exams Taken - 119
Exams Passed - 70
Target:
Total Exams Taken - 150
Exams Passed - 100

**Goal 1:**
Each student will be fully prepared to reach his/her potential.

**Performance Objective 6:** By June 2015, 100% of revised core curriculum units will include depth and complexity and differentiation for Gifted and Talented, and advanced learners.

**Summative Evaluation:** A vertically and horizontally aligned curriculum that address performance gaps among special populations.

**Goal 1:**
Each student will be fully prepared to reach his/her potential.

**Performance Objective 7:** By June 2015, 100% of revised core curriculum bundles will include aligned College and Career Readiness Standards.

**Summative Evaluation:** A vertically and horizontally aligned curriculum that address performance gaps among special populations.
Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 8: By June 2015, College and Career Readiness Programs will undergo a thorough review and make recommendations for revisions to meet the needs of all learners.

Summative Evaluation: Revision recommendations for GT identification.

Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 9: Increase the number of state assessments exceeding state standards in Reading and Math from 18.43% to 23%. (Index 2)

Summative Evaluation: Meet or exceed state standards on STAAR/EOC exams and advanced achievement measures.

Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 10: Increase the number of tests meeting Level III from 16.63% to 21%. (Index 3)

Summative Evaluation: Meet Level III on STAAR/EOC exams.

Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 11: By June 2015, the College and Career Readiness Department will develop a plan to increase performance on PSAT, SAT, ACT and TSI.

Summative Evaluation: Developed plan.
Goal 1: Each student will be fully prepared to reach his/her potential.

Performance Objective 12: By June 2015, the College and Career Readiness Department will increase performance on Advanced Placement exams from 44% to 50% scoring a 3 or better.

Summative Evaluation: 50%

Goal 1: Each student will be fully prepared to reach his/her potential.

Performance Objective 13: During the 2014-2015 school year the §504/Dyslexia Department will increase the percent of identified Dyslexic/Dysgraphic students by 5%. The United States Department of Health and Human Services estimates that 15% of the U.S. population has dyslexia. In PfISD only 2% of students are identified as Dyslexic.

Summative Evaluation: Increase identified Dyslexic/Dysgraphic students to 7%.

Goal 1: Each student will be fully prepared to reach his/her potential.

Performance Objective 14: During the 2014-2015 school year, the §504/Dyslexia Department will provide training on the Knowledge and Practice Standards for Teachers of Reading (International Dyslexia Association) to administrators.

Summative Evaluation: Develop the training module for Knowledge and Practice Standards.

Goal 1: Each student will be fully prepared to reach his/her potential.

Performance Objective 15: By August 2015, curriculum used in specialized settings will be aligned to state grade level standards.

Summative Evaluation: Aligned curriculum for students receiving special education services in specialized settings.
Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 16: Improve consistency and effectiveness of inclusive practices for students with disabilities by developing a district-wide, systematic inclusion model for full implementation beginning August 2015.

Summative Evaluation: PBMAS LRE
Ages 6-11 = 70%
Ages 12-21 = 70%
Improvement in STAAR Performance Data to 60-65%

Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 17: By April 2015, 100% of long and short term multilingual instructional plans will be developed to include timeline, budget and professional development to articulate a continuum of services for language learners

Summative Evaluation: Written documents to delineate processes and procedures

Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 18: By August 2015, 100% of curriculum documents will include instructional differentiation to support English Learners in a continuum of services.

Summative Evaluation: Differentiated instructional strategies written into curriculum to support teachers for delivering linguistic scaffolds and supports.

Goal 1:
Each student will be fully prepared to reach his/her potential.

Performance Objective 19: By August 2015, 100% of ELL program will be run efficiently and effectively to support a continuum of services for English
learners.

**Summative Evaluation:** Equitable, research-based use of state and federal funds.

**Goal 1:**
Each student will be fully prepared to reach his/her potential.

**Performance Objective 20:** By August 2015, 100% of long and short term Dual Language instructional plans will be developed to include timeline, budget and professional development to articulate a continuum of services for both English and Spanish language learners.

**Summative Evaluation:** Written documents to delineate processes and procedures

**Goal 2:** PfISD Learning Communities will provide a safe and nurturing school environment.

**Performance Objective 1:** By February 2015 the State & Federal Programs Department in collaboration with the counseling department will create a protocol for crisis management in the area of mental health interventions to assist students who are displaying suicidal behaviors.

**Summative Evaluation:** Completed Protocol and On-Going Training for Staff.

**Goal 2:** PfISD Learning Communities will provide a safe and nurturing school environment.

**Performance Objective 2:** Safety and Emergency Management will create a comprehensive District-Wide Emergency Operations Plan for all PfISD Athletic, Fine Arts, and extracurricular events to be implemented in 2015-2016. The purpose is to provide staff, participants, and visitors with proper procedures during hazardous or critical incident situations.

**Goal 3:** PfISD will attract, develop, and retain world class educators committed to serving each student.

**Performance Objective 1:** By June 2015 we will develop a comprehensive data informed (STAAR, district assessments, common assessments) professional development plan aimed at supporting research based instructional strategies for Tier I, Tier II, and Tier III instruction and aimed at supporting the use of the curriculum unit map documents to inform and improve learning in the classroom.

**Summative Evaluation:** Completed Professional development Plan that will support the successful use and implementation of new curriculum documents
Goal 3: PfISD will attract, develop, and retain world class educators committed to serving each student.

**Performance Objective 2:** Develop a comprehensive professional development plan that includes 80% alignment with district/campus needs and 20% with teacher interests, as recommended by Learning Forward (formerly the National Staff Development Council) to be implemented in the 2015-2016 school year.

**Summative Evaluation:** Developed district professional learning plan aligned with district vision and mission.

Goal 3: PfISD will attract, develop, and retain world class educators committed to serving each student.

**Performance Objective 3:** By August 2015, all required professional development will be provided for specialized CTE programs.

**Summative Evaluation:** 100% completion of training requirements

Goal 3: PfISD will attract, develop, and retain world class educators committed to serving each student.

**Performance Objective 4:** By March 2015, establish compensation guidelines for high need teaching assignment to include stipends and/or credit for related industry experience.

**Summative Evaluation:** Competitive CTE compensation plan compared to regional districts for high need teaching assignments.

Goal 3: PfISD will attract, develop, and retain world class educators committed to serving each student.

**Performance Objective 5:** Increase the number of Basic Language Skills (BLS) trained teachers to at least 3 per campus by August 2015.

**Summative Evaluation:** Three trained teachers on each campus.
Performance Objective 6: By July 2015, the PfISD Human Resources department will develop an online New Employee information session to expedite the hiring process.

Summative Evaluation: Online New Employee Information Session

Goal 3: PfISD will attract, develop, and retain world class educators committed to serving each student.

Performance Objective 7: Custodial will maintain an employee turnover rate of 10% or less in 2014-2015. The turnover rate from 7/1/2013 to 6/30/2014 was 12.5%.

Goal 4: PfISD will develop and promote positive community relations through effective communication, the involvement of stakeholders, and the establishment of business and community partnerships.

Performance Objective 1: During the 2014-2015 school year, action will be taken to increase community and student engagement through partnership activities to ensure students/parents are provided with relevant experiences in college & career fields of interest.

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

Performance Objective 1: By January 2015, 100% of all 2014-2015 Campus improvement plans will meet state and federal compliance components.

Summative Evaluation: CIP review in January.

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

Performance Objective 2: The State & Federal Programs Department will create and implement a systemic process for district level staff to request federal funds for programs on Title I, Part A campuses by January 9, 2015.

Summative Evaluation: 100% Coordination of State and Federal Funds

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.
Performance Objective 3: The State & Federal Programs Department will create a process for ensuring that Campus Improvement Plans include all of the state and federal requirements and are aligned with the District Improvement Plan by January 16, 2015.

Summative Evaluation: 100% CIP Compliance by April 2015

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

Performance Objective 4: By September 1, 2015, successfully migrate all of our Business Information Systems from iTCCS to FOCUS. This will involve moving the following areas within the Finance Department: Accounts Payable, Accounts Receivable, Accounting, Budgeting, Fixed Assets, Payroll, Purchasing, Campus and Student Activity accounts.

Summative Evaluation: 100% Utilization of FOCUS

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

Performance Objective 5: By July 2015, the PfISD Human Resource department will utilize new technology and systems to create paperless workflow and an electronic hiring process.

Summative Evaluation: updated electronic HR form

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

Performance Objective 6: By July 2015, the PfISD Human Resources department will streamline the Human Resources website to provide easier access for employees.

Summative Evaluation: Updated website

Goal 5: PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

Performance Objective 7: By September 1, 2015, Technology Department will successfully migrate the Student and Business Information Systems from
iTCCS to FOCUS.

**Goal 5:** PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

**Performance Objective 8:** During the 2014-2015 school year the Maintenance Department implement electronic, handheld devices (iPad) that will allow all work orders to be submitted electronically through School Dude to include, but not limited to, General Maintenance, HVAC and electrical work orders.

**Goal 5:** PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

**Performance Objective 9:** Transportation will develop and implement a student registration process, specifically for transportation, that will allow the district and contractor to begin the 2015-2016 school year with 95% of the information it needs to route more efficiently, and to more quickly address issues that tend to occur within the first several weeks of the year.

**Goal 5:** PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

**Performance Objective 10:** The Auxiliary Department will implement policies, procedures, staffing and equipment to reduce Copy Center turnaround time to 2 days with no missed deadlines during the 2014 - 2015 school year.

**Goal 5:** PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

**Performance Objective 11:** Construction will install Microsoft Project and begin train all Project Managers. Effective November 1, 2014, utilize Microsoft Project to establish and track all project schedules, helping us track and maintain budgets allowing us to project our projects over the next several years.

**Goal 5:** PfISD will support the District's vision and mission by supporting operations that are effective, efficient, and accountable.

**Performance Objective 12:** In the 2014-2015 school year Energy Management will reduce energy and water consumption and to increase waste diversion from the landfill by 2% compared to 2013-2014.