Pflugerville Independent School District

District Improvement Plan

2015-2016
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.
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Goal 1: Each student will be fully prepared to reach his/her potential.

**Performance Objective 1:** PfISD will meet Reading System Safeguards for all student groups in 2015-16 and increase Final Level II performance.

**Performance Objective 2:** PfISD will meet Social Studies System Safeguards for all student groups in 2015-16 and increase Final Level II performance.

**Performance Objective 3:** PfISD will meet Science System Safeguards for all student groups in 2015-16 and increase Final Level II performance.

**Performance Objective 4:** PfISD will meet Math System Safeguards for all student groups in 2015-16 and increase Final Level II performance.

**Performance Objective 5:** PfISD will meet Writing System Safeguards for all student groups in 2015-16 and increase Final Level II performance.

**Performance Objective 6:** For 2015-2016, PfISD will develop, implement, and support a district writing plan that is focused on alignment, is supported in the district written curriculum documents, and provides direction for writing in both language arts and other core content areas.

**Performance Objective 7:** PfISD will meet Graduation Rate System Safeguards for all student groups in 2015-16 and increase the 4-year graduation rate from 95% for the Class of 2014 to 96% for the Class of 2015 with rates for all student groups above 90% for the Class of 2016. Additionally, completion rates (which combines graduates and continuers) will increase from 98.4% for the Class of 2014 to 99% for the Class of 2015.

**Performance Objective 8:** During the 2015-16 school year, PfISD district departments will collaborate with campus leadership teams to monitor and support the alignment and fidelity of the 2015-16 curriculum implementation, 2015-16 assessment system, and classroom instruction.

**Performance Objective 9:** During 2015-16, PfISD's continuous improvement process will be utilized to review and revise the aligned curriculum documents for all core content areas, physical education, health, and fine arts.

**Performance Objective 10:** By July 2016, common Advanced Placement (AP) curriculum documents will be developed for core content area and Languages Other Than English (LOTE) AP courses.

**Performance Objective 11:** By July 2016, Career & Technical Education curriculum documents will be created for 15 courses that comprise five pathways within the Business & Industry, Public Service, and STEM Endorsements.

**Performance Objective 12:** By June 2016, 100% of revised core curriculum Pre-AP units will include AVID strategies.

**Performance Objective 13:** During 2015-16, PfISD will develop, implement, and support a district assessment plan that is focused on alignment, is supported in the district written curriculum documents, and provides direction for both district formative assessments and campus common assessments.

**Performance Objective 14:** In August 2015, the district will begin implementation of the Pflugerville 5, a set of common instructional strategies, which
includes critical writing, aimed at supporting the needs of a variety of learner types. Support for the Pflugerville 5 will be ongoing throughout the school year.

**Performance Objective 15:** By June 2016, a task force will meet to provide recommendations for improvements to the Accelerated Student Curriculum to Engage and Nurture Development (ASCEND) program to strengthen services through high school.

**Performance Objective 16:** During 2015-16, increased testing opportunities for industry certification exams will be provided to CTE students to increase participation on exams from 265 to 300 students, and increase performance from 208 to 250 students passing exams.

**Performance Objective 17:** Build leadership capacity in students participating in Career & Technical Student Organizations by providing opportunities to attend leadership development events and competitions during the 2015-16 school year.

**Performance Objective 18:** By June 2016, increase dual credit enrollment opportunities to include math and science options for students to access during the school day.

**Performance Objective 19:** By August 2016, increase direct to college enrollment from 59% to 75%.

**Performance Objective 20:** By June 2016, increase performance on Advanced Placement exams by 5% for each high school campus, with a minimum campus outcome of 50% of qualifying scores at 3 or better.

**Performance Objective 21:** By June 2016, increase percent of students reaching college readiness benchmarks on PSAT, SAT, ACT, and TSI-A from 21% in 2014-15 to 24% (TSI-A data was not included in the 2014-15 calculation).

**Performance Objective 22:** During the 2015-16 school year, the Student Affairs Department will support campuses to maintain or increase the 2014-15 attendance rate of 96.2%.

**Performance Objective 23:** During the 2015-16 school year, the Special Programs Department will implement the comprehensive professional development plan that includes 80% alignment with district/campus focus areas and 20% with teacher interests, as recommended by Learning Forward (formerly the National Staff Development Council).

**Performance Objective 24:** During 2015-16, each Extended Day Program Site Director will schedule multiple homework help sessions each week and regularly collaborate with grade level leaders to support instruction for student success.

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

**Performance Objective 1:** By June 2016, all campuses will fully implement Positive Behavior Interventions & Supports (PBIS) teams and systems for school-wide expectations, monitoring, and positive reinforcement.
Performance Objective 2: During the 2015-16 school year, the safety management team will improve staff's ability to properly respond to various emergency conditions.

Performance Objective 3: By May 2016, the safety management team will increase security camera coverage.

Performance Objective 4: During the 2015-16 school year, the Health Services Department, Special Programs Department, and Human Resources Department will provide training to appropriate staff for emergency response protocol procedures, violence prevention, suicide prevention, sexual abuse/maltreatment of children, and pregnancy related services.

Performance Objective 5: During the 2015-16 school year, the Student Affairs Department will work with campus administrators to decrease the number of ISS/OSS/DAEP assignments by 5%.

Performance Objective 6: During the 2015-16 school year, the Student Affairs Department will provide standardized DAEP and JJAEP forms and reports to all campuses.

Performance Objective 7: By June 2016, Extended Day Program staff-to-student ratios will be below the state required minimums on at least 80% of all program days.

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

Performance Objective 1: During the 2015-16 school year, the Human Resources Department will continue to work with the Finance Department to establish compensation guidelines that remain competitive with school districts within the region.

Performance Objective 2: During the 2015-16 school year, the Human Resources Department will continue to improve processes and procedures surrounding the new employee required trainings as well as the annually required trainings for all employees.

Performance Objective 3: During the 2015-16 school year, the Human Resources Department will collaborate with Custodial Services to maintain an employee staffing rate of 90% or better.

Performance Objective 4: During the 2015-16 school year, the Human Resources Department will monitor teacher vacancies and work with principals to maintain the staffing ratio at 97% or above.

Performance Objective 5: By May 2016, all PfISD new-to-profession teachers will receive one year of direct mentor support through weekly mentor meetings, monthly district training, classroom observation with feedback, and learning walks.

Performance Objective 6: By June 2016, PD for each unit of each content area will have been offered to all appropriate PfISD teachers.

Performance Objective 7: By June 2016, the Extended Day Program will increase the annual part time staff retention rate by at least 2% compared to
the 2014-15 rate.

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 2015-16 school year, the Community Relations Department will refine the coordinated and collaborative methods and processes to effectively communicate with district stakeholders.

Performance Objective 2: During the 2015-16 school year, action will be taken to increase community and student engagement through partnership activities designed to provide students with relevant experiences in college & career fields of interest.

Performance Objective 3: During 2015-16, each Extended Day Program (EDP) site will host a minimum of one parent event per month and document parent attendance in order to increase parent communication and involvement in EDP programming.

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

Performance Objective 1: By August 2015, successfully migrate all Student Information Systems from iTCCS to FOCUS and launch FOCUS SIS.

Performance Objective 2: By January 2016, successfully migrate all Business Information Systems from iTCCS to FOCUS and go live with FOCUS BIS.

Performance Objective 3: By July 2016, deploy online student enrollment.

Performance Objective 4: During the 215-16 school year, complete the expansion and implementation of wireless network at all campuses.

Performance Objective 5: By Spring 2016, identify and procure mobile device technology for student use across all grade levels to promote student engagement, collaboration, and flexible computer use for an equitable and balanced education for all PfISD students.

Performance Objective 6: During the 2015-16 school year, the Human Resources Department will review and update Human Resources Administrative Procedures (regulations).

Performance Objective 7: During the 2015-16 school year, the Human Resources Department will streamline and improve the Human Resources portion of the District website.

Performance Objective 8: By August 2016, prepare a Debt Analysis for the 2018 Bond.

Performance Objective 9: During the 2015-16 school year, PfISD will utilize Campus Support Team (CST) visits to provide curriculum, instructional,
and data-informed support through the use of a consistent walkthrough form and data-driven meeting agendas during bi-weekly meetings.

**Performance Objective 10:** During the 2015-16 school year, PfISD district staff will support campuses with implementation of the PLC model through the data-wise improvement model to align PLC best practices to promote data-driven, collaborate instructional planning.

**Performance Objective 11:** By June 2016, a program evaluation will be conducted and documented within a program manual for the following areas: Federal and State Programs, Bilingual Vietnamese Program, English as a Second Language (ESL) Program, Newcomer Program, Library Services, Section 504 Services, Dyslexia Identification Process/Evaluation report, Response to Intervention (RtI), Summer School, Pre-Kindergarten, and Extended Day Program.

**Performance Objective 12:** During the 2015-16 school year, the Construction Department will increase effective utilization of Microsoft Project Management Software.

**Performance Objective 13:** During the 2015-16 school year, the Facilities Department will streamline and make the bidding process more efficient.

**Performance Objective 14:** By August 2016, the Maintenance Department will develop a more efficient response to work orders.

**Performance Objective 15:** By August 2016, Energy Management Department will reduce energy and water consumption by 2% compared to 2014-15.

**Performance Objective 16:** By August 2016, Auxiliary Services Department will implement a single sign-on capability for students and teachers to access instructional materials.

**Performance Objective 17:** During the 2015-16 school year, the transportation contractor will demonstrate a 95% on-time performance rating at all three levels for the entire year.