

Goal 1						
Increase the number of students who are college and career ready						
	Objective 1	Ensure students meet CCMR requirements at 80% or higher.				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Implement four year CTE programs resulting in workforce applicable certificates.	High School Principal, Counselor, CTE Certified Teachers	August 2020		Student records of graduation with coordinating certificate of completion
		Offer free ACT/SAT opportunities for all students.	Superintendent, School Board	August 2020		TAPR
		Increase enrollment in Honors, PreAP, AP, & Dual Credit by 10% from 2019-20 to 2020-2021	Counselors, Campus Principals	August 2020	Frank Phillips College, AP Website	Student Enrollment in advanced coursework
	Objective 2	Provide ESL Training				
		Activity/Strategy	Person(s) Responsible		Resources	Evaluation/Accountability
		100% certified ELAR teacher obtain ESL Certifications and 50% of other content/core area teachers ESL certified by the end of the 21-22 school year.	Director, Campus Principals, Core Teachers	Throughout 2020-21 school year		ESL certification roster, SBEC
		Enhance the use of data analysis to drive instruction to increase student achievement to the meets and masters level on state assessments in all core areas.	Campus Principal, Instructional Coaches, Classroom Teachers	Throughout 2020-2021 school year		State Assessment results, STAR 360 Reports
		Improve and enhance identification of students needing RTI support to provide educational assistance to close the achievement gap.	Campus Principal, Instructional Coaches, RTI Instructors, Teachers	Throughout 2020-2021 school year		Student grade reports, STAAR performance results, TELPAS
		Coordinate with Region 16 to identify eligible migratory students to provide services.	Region 16, Migratory Coordinator, Migratory Recruiter	Throughout 2020-2021 school year		Identification documentation

		Provide service to eligible children attending private schools to assure timely and meaningful consultation with private school officials.	Principals, Counselors, Dyslexia Coordinator, Behavior Coordinator, SSA Director	Throughout 2020-2021 school year		Identification documentation and schedule of services
Goal 2	Increase state academic assessment scores by 5% in each category (Approaches, Meets, Masters) and targeted board goals (65% Meets and 17% Masters) on 2021 STAAR Assessments.					
	Objective 1	5% gains in all categories				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Implement PLC Data analysis to drive instruction	Campus Principals, Teachers	3 scheduled data digs with campus principals and their leadership teams with central office and regularly scheduled data analysis meetings on campuses via campus principal (embedded throughout the year).	DMAC, PLC Planning times on campus, PLC training	Data dig results, teacher created analysis of student assessments
		Utilize T-TESS to collaboratively set instructional goals for teachers	Teachers and Campus Principals	Professional development and embedded PD in individual campuses throughout the 2020-21 school year	T-TESS training videos and resources	Instructional goals shared with teachers, DMAC
Goal 3	Improve District Culture & Climate					
	Objective 1	Include staff, parents, community members and students in decision making process				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Conduct surveys of parents, students, and teachers to better assess needs	Principals	Begin survey development by January and implementation by February of 2021	Google forms	Survey data for each campus
	Objective 2	Enhance parent involvement in PISD activities				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Create a calendar of Parent Engagement Nights/Activities	Campus Principals, Communications Director	By August 2021 campus activities on calendar for parents	Athletics Calendar, District Calendar, Parent Involvement funding	Calendars online, parent sign-in sheets from activity nights

		Each campus will hold an Open House/Registration at the beginning of the 2020-21 school year	Campus Principals	August 2020	Registration Process	Sign-in sheets
	Objective 3	Continue to put School Safety at the forefront of educational decisions				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Implement ALICE Training for all district staff	Director of Safety, Principals	August 2020 PD, Continual updates throughout the school year	Online ALICE Training Course	PD Sign-in sheets, Online certificates
		Each campus will conduct monthly Severe weather drills	Director of Safety, Principals, Assistant Principals	Each month during the 2020-21 school year	District Calendar	Documented drills for each campus
		Support Positive behavior via PBIS	Campus Principals, Campus leadership teams, Asst Supt	Continual updates throughout the school year	PBIS website, ESC 16	PBIS Campus Audit by Asst Supt
		Increase drug awareness and prevention	Supt, School Nurses, Campus Principals, Assistant Principals	Scheduled Fall events in Parent handout by August 2021	Local Police Department, Drug Dogs, Red Ribbon Week sources	District calendar with Drug Awareness events posted
	Objective 4	Enhance relationships and communication with parents and community stakeholders				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Implement Positive Phone call/email program on campuses	Principals, Teachers	Beginning after the first week of school and continuing through May 2021	Google Sheets / Forms	Call/email documentation
		Document and information Translation into Spanish available on all campuses, district offices, and online (campus/district webpage)	Principals, Teachers, Paraprofessionals	Throughout 2020-2021 school year	Bilingual Staff	All documents available in Spanish
Goal 4	Enhance the quality of staff through recruitment and retention.					
	Objective 1	Create a new teacher orientation plan				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Create an August PD day for new teachers	Principal, Technology Director	August 2021	T-TESS, Virtual Learning Tools, Gradebook	PD Sign-In Sheets

	Objective 2	Develop mechanisms district-wide to ensure recognition of staff feedback				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Implement campus leadership teams to enhance communication and encourage staff input	Principal, Department Heads	Meetings as needed throughout the 2020-2021 school year	PLC Strategies	Sign in sheets, Meeting minutes
Goal 5	Enhance technology as teaching tools					
	Objective 1	PD for staff				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Targeted, subject/grade appropriate PD will be offered to teachers to facilitate incorporation of Surface Pro/technology use in the classroom	Asst Supt, Technology Committee, Technology Support, Librarians	Throughout 2020-2021 school year	Google, SAMR	PD sign-in sheets
		Activate and recognize librarians as leaders in modeling technology use	Principals, Librarians	Throughout 2020-2021 school year	Google, SAMR, Workplace, YouTube	Librarians present Technology PD on campuses
	Objective 2	Implement technology use in the classroom				
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Continue implementation of one-to-one Chromebook initiative	Principals, Teachers	Throughout 2020-2021 school year	Chromebooks	Walkthroughs checking for use, Benchmark and growth data
Goal 6: Enhance and improve family and community involvement						
	Objective 1: Increase parent knowledge and participation in student achievement.					
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Student achievement in all extracurricular activities will be posted on the school website	Communications Director, Teachers, Sponsors, Athletic Director, Principals	Weekly throughout the 2020-2021 school year		Posts on the school website and facebook page
		Implement Academic nights for parents to join their students in academic activities.	Principals, Teachers	At least once per year for each campus		Parent sign in sheets
		Initiate a parent survey to determine the needs of the students.	Principals	October 2020, February 2021, and May 2021		Survey data.

		Offer parent training in Google classroom and/Wisdom LMS to help them work with their children in the event of school closing due to Covid-19.	Principals, Teachers, Instructional Coaches	August, September, and October 2020		Sign in sheets, Login in documentation, Training evaluation results
		Implement STEAM nights to increase cultural awareness in the community.	All district staff	Spring 2021		Sign in sheets. STEAM agendas, Program evaluation sheets
		6: Ensure communication to EL families is translated to Spanish for outreach purposes.	Communication Director, Campus Principals	August 2020		District Website, Translated outreach documents
Goal 7: Will take comprehensive actions to maintain student progress and achievement throughout challenges due to Covid 19 closures and regulations						
Objective 1: Implement the use of a district Learning Management System/Google classroom to ensure consistency in distance learning						
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Offer PD for teachers to fully understand all aspects of LMS/Google classroom	Technology committee, Superintendent, Assistant Superintendent, Google/LMS Trainers	August 2020 inservice		Sign in sheets, Assistant Superintendent checks on lesson planning through LMS
		Offer training to parents on how to use the new distance learning system/Google classroom	Principals, Staff	August 2020		Sign in sheets, Parent registration into system
Objective 2: Implement differentiated summer school to help students close any gaps that occurred during Covid 19 school closure in the 2019/2020 school year						
		Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation/Accountability
		Teachers will use Gap implementation tool provided by TEKS resource	Assistant Superintendent, Principals, Instructional coaches, Teachers	August 2020 - May 2021		Lesson Plans