Irving Independent School District

District Improvement Plan

2023-2024 Formative Review with Notes

Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

We empower today to excel tomorrow.

Vision

To become the premier district for educational excellence, fostering the full potential of students and empowering educators.

Value Statement

1. Act at all times with integrity.

2. Act with empathy.

3. Create an ambitious teaching and learning environment.

4. Model accountability for all.

5. Safeguard the well-being of our community.

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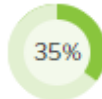
Goals

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 1: We will increase the number of students in grades K-2 who achieve "At Benchmark or Above" by 10% on the End-of-Year mCLASS Assessment from the EOY mCLASS results for the 2023-2024 school year.

    HB3 Goal

    Evaluation Data Sources: mCLASS

Strategy 1 Details	Reviews

Strategy 1: Teachers will set goals and track progress for all tier 3 students using the CORE phonics survey and SIPPS Intervention Program. Progress will be tracked in Eduphoria and on the tier 3 data tracker.
    Project Lead: Executive Director of Intervention Services
 	
    Problem Statements: Student Learning 1 - Professional Development Implementation 1
	Nov 35% **November Evidence of Progress**
	Teachers are consistently tracking progress of Tier 3 students and utilizing the MTSS Eduphoria form to track student progress. The MTSS team meets with campus leadership teams for academic and behavior check-ins to ensure intervention programs and resources are being utilized as appropriate. We also check on goal progress of each campus. We have completed 2 check ins thus far for each campus.
	
	Feb — **February Evidence of Progress**
	
	Apr — **April Evidence of Progress**
	
	July — **July Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: Provide professional learning to ensure teachers understand all HQIM and best practices around Structured Literacy, including Reading Academies, Sound Wall training, CORE Phonics, and Paired Literacy for Emergent Bilingual students via our district Professional Learning and Purposeful Planning Days. **Project Lead:** Director of Elementary Curriculum and Instruction **Problem Statements:** Student Learning 1 - Professional Development Implementation 1	**Nov** **November Evidence of Progress** 30% All teachers were provided HQIM training on Aug 9, Sep. 15, and Oct. 27th. Required participants are progressing through the Texas Reading Academies, Sound Wall sessions continue for all teachers in grades K-3. **Feb** **February Evidence of Progress** **Apr** **April Evidence of Progress** **July** **July Evidence of Progress**

Strategy 3 Details	Reviews
Strategy 3: Work with Education First consultants to develop and monitor the implementation of learning acceleration for Emergent Bilingual students via short continuous improvement cycles. **Project Lead:** Director of Elementary Curriculum and Instruction **Problem Statements:** Student Learning 1 - Professional Development Implementation 1	**Nov** **November Evidence of Progress** 10% The committee meets regularly to set goals and complete baseline learning walks for K-2 RBIS. **Feb** **February Evidence of Progress** **Apr** **April Evidence of Progress** **July** **July Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 2: In Irving ISD, we will increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Reading from 28% in 2023 to 42% by June 2024.

HB3 Goal

Evaluation Data Sources: Texas Performance Reporting System, MAP

Strategy 1 Details	Reviews
Strategy 1: Provide professional learning to ensure teachers understand all HQIM and best practices around Structured Literacy, including Reading Academies, Sound Wall training, CORE Phonics, and Paired Literacy via our district Professional Learning and Purposeful Planning Days. **Project Lead:** Director of Elementary Curriculum and Instruction **Problem Statements:** Student Learning 5	**Nov** 30% **November Evidence of Progress** All teachers were provided HQIM training on Aug 9, Sep. 15, and Oct. 27th. Required participants are progressing through the Texas Reading Academies, Sound Wall sessions continue for all teachers in grade K-3.
	Feb **February Evidence of Progress**
	Apr **April Evidence of Progress**
	July **July Evidence of Progress**
0% No Progress 100% Accomplished ➡ Continue/Modify ✕ Discontinue	

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 3: In Irving ISD, we will increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Math from 25% in 2023 to 40% by June 2024.

    HB3 Goal

    Evaluation Data Sources: Texas Performance Reporting System, STAAR Performance Report, MAP

Strategy 1 Details	Reviews

Strategy 1: Provide professional learning of Irving ISD HQIM adopted curriculum and resources using Unit Internalization document and best practices, including Bridging for Emergent Bilingual students via our district Professional Learning days.
    Project Lead: Director of Elementary Curriculum and Instruction
 	
    Problem Statements: Student Learning 6
	Nov
	25%
	
	November Evidence of Progress
	All teachers were provided HQIM training on Aug 9, Sep. 15, and Oct. 27th.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue	

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 4: We will increase the number of students in grades 6-8 who achieve "Meets Grade Level or Above" on Math STAAR from 26% in 2023 to 39% in 2024.

    Evaluation Data Sources: Texas Performance Reporting System, OnDataSuite STAAR Performance Report

Strategy 1 Details	Reviews		

Strategy 1: School Leadership will provide implementation support to ensure that all 6-8 Math teachers and representative numbers of campus administrators will receive 2 hours of professional learning on district purposeful planning days and 3 hours of professional learning on designated district professional learning days for a total of 17 hours.
 	
    Project Lead: Executive Director of PK-8 Schools
 	
    Problem Statements: Student Learning 2 - Professional Development Implementation 2
	Nov
	
	50%
		November Evidence of Progress
		Purposeful Planning professional learning took place on September 15, 2023 and October 27, 2023. District-wide PD Day professional learning took place on November 7, 2023. 3 of the 6 total PD days for the 23-24 school year have been completed.	

	Feb	**February Evidence of Progress**	
	Apr	**April Evidence of Progress**	
	July	**July Evidence of Progress**	

Strategy 2 Details	Reviews
Strategy 2: Curriculum and Instruction will design and deliver 17 hours of content-based professional learning for all 6-8 Math teachers focused on curriculum implementation, designing for deep learning, and math research-based instructional strategies. **Project Lead:** Director of Secondary Curriculum and Instruction **Problem Statements:** Student Learning 2 - Professional Development Implementation 2	**Nov** 60% **November Evidence of Progress** Purposeful Planning professional learning took place on September 15, 2023 and October 27, 2023. District-wide professional learning took place on August 10, 2023 and November 7, 2023. 10.75 hours of the 18 total professional learning hours for the 23-24 school year have been completed. 87% of participants reported Strongly Agree or Agree when asked to what extent they agree/disagree that, "attending this professional learning opportunity will have a positive impact on student learning". 87% of participants reported Strongly Agree or Agree to "I will apply new learning gained in this session to my classroom practice." When asked, "How motivated will you be to use these concepts/skills in your work", 68% of participants responded they "will make this one of the highest or a high priority when making instructional choices." **Feb** **February Evidence of Progress** **Apr** **April Evidence of Progress** **July** **July Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 5: We will increase the number of students in grades 6-8 that are 'on track' to be on level in reading (projected meets grade level or above on RLA STAAR) on the End of Year MAP Assessment in Reading from 28% in 2023 to 38% in 2024.

    Evaluation Data Sources: MAP Assessment

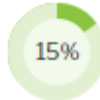| Strategy 1 Details	Reviews

Strategy 1: During the RTI block and/or in school intervention time, teachers will use Lexia to intervene with students needing tier 3 support.
    Project Lead: Executive Director of Intervention Services
 	
    Problem Statements: Student Learning 3 - Professional Development Implementation 3
	Nov **November Evidence of Progress**
	35% Campuses are consistently utilizing the Lexia intervention program. The data thus far this school year reflects consistent use on most campuses. Our MTSS team meets with campuses during check ins to analyze this data with leadership teams and answer any questions about the program.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

Strategy 2 Details	Reviews

Strategy 2: Curriculum and Instruction will design and deliver 17 hours of content-based professional learning for all 6-8 Reading Language Arts (RLA) teachers focused on curriculum implementation, designing for deep learning, and RLA research-based instructional strategies.
 	
    Project Lead: Director of Secondary Curriculum and Instruction
 	
    Problem Statements: Student Learning 3 - Professional Development Implementation 3
	Nov
	60%
	
	November Evidence of Progress
	Purposeful Planning professional learning took place on September 15, 2023 and October 27, 2023. District-wide professional learning took place on August 10, 2023 and November 7, 2023. 10.75 hours of the 18 total professional learning hours for the 23-24 school year have been completed.
	
	86% of participants reported Strongly Agree or Agree when asked to what extent they agree/disagree that, "attending this professional learning opportunity will have a positive impact on student learning".
	
	88% of participants reported Strongly Agree or Agree to "I will apply new learning gained in this session to my classroom practice."
	
	When asked, "How motivated will you be to use these concepts/skills in your work", 93% of participants responded they "will make this one of the highest or a high priority when making instructional choices."
	
	Feb — **February Evidence of Progress**
	
	Apr — **April Evidence of Progress**
	
	July — **July Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✖ Discontinue

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 6: We will increase the number of industry-based certifications through career and technical education programs by 10% this year.

HB3 Goal

Evaluation Data Sources: Texas Performance Reporting System

Strategy 1 Details	Reviews		

Strategy 1: Implement ongoing adjustment plan to ensure CTE programs align with TEA requirements.
 	
    Project Lead: Director of Career and Technical Education
 	
    Problem Statements: Student Learning 4
	Nov
	
	15%
		November Evidence of Progress
		Teachers have been informed about TEA changes to the IBC list and the impact on A-F accountability. CTE teachers have been given list of current seniors who need to earn a CCMR point and have begun formulating a plan to get those students certified by the end of the school year.	

	Feb	**February Evidence of Progress**	
	Apr	**April Evidence of Progress**	
	July	**July Evidence of Progress**	
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 7: We will increase the number of students who are TSI met in both ELA/Reading and Math from 21% of the 2021-2022 annual graduates to 30% of the 2023-2024 annual graduates.

HB3 Goal

Evaluation Data Sources: Texas Performing Reporting System

Strategy 1 Details	Reviews

Strategy 1: Provide documentation to campuses and a list of seniors who have met ELA/Reading on SAT, but not math and who are within 30 points of the college readiness standards in either ELA/Reading or Math to test for ACT in the fall.   Regular check-ins with campus CCMR accountability teams will help to coordinate strategies to assist students with tutorials, test-taking skills, and test registration.
    Project Lead: Director of Guidance, Counseling, and College & Career Readiness
 	
    Problem Statements: Student Learning 4
	Nov **November Evidence of Progress**
	40% Rosters of students who were within 30 points of college readiness standards for ELA and Math were provided to campuses on August 25, 2023. CCMR check-ins have been planned.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

Strategy 2 Details	Reviews

Strategy 2: Provide documentation to campuses and a list of seniors who have not met TSI standards through SAT/ACT assessments using district-created criteria for TSIA2 testing. Regular check-ins with campus CCMR accountability teams will help to coordinate strategies to assist students with tutorials, test-taking skills, and test registration.
    Strategy's Expected Result/Impact: Provide targeted intervention for students that are not currently ELA/Reading or Math met
    Project Lead: Director of Guidance, Counseling, and College & Career Readiness
 	
    Problem Statements: Student Learning 4
	Nov **November Evidence of Progress**
	40% After ACT testing, campuses were provided with a list of students who were within 3 points of college readiness standards for math and 5 points of combined ELAR college readiness standards. TSIA-2 testing has been recommended for this group. TSIA-2 resources were provided. CCMR check-ins have been scheduled.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue	

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 8: We will reduce the rates of ISS and OSS for African American students from an average of 23.9% to an average of 15%.

> **Evaluation Data Sources:** Cognos, DecisionEd

Strategy 1 Details	Reviews
Strategy 1: All EC-12 teachers and administrators will be trained on the Learning Environment Practices document and on the First 6 Weeks Behavior Plan which includes the addition of restorative practices. **Strategy's Expected Result/Impact:** Teacher will receive clarity on what is expected of them in terms of behavior management and receive the tools necessary to intervene with student exhibiting tier 3 behaviors. **Project Lead:** Executive Director of Intervention Services **Results Driven Accountability - Equity Plan** **Problem Statements:** District Processes & Programs 2	**Nov** 65% **November Evidence of Progress** All teachers and administrators districtwide have been trained. Our MTSS team continues to offer additional small group trainings on LEPs for those teachers in need of more support. **Feb** **February Evidence of Progress** **Apr** **April Evidence of Progress** **July** **July Evidence of Progress**

Strategy 2 Details	Reviews
Strategy 2: The Performance Outcomes Research team will actively monitor the usage of DecisionEd dashboards and reports; POD and Information Systems will adjust and realign where appropriate to meet the needs of key stakeholders. **Strategy's Expected Result/Impact:** Campus administrators need access to complete and frequently-updated discipline data that allows them to track discipline patterns that contribute to inequities in disciplinary actions **Project Lead:** Director of Planning, Evaluation, and Research **Results Driven Accountability - Equity Plan** **Problem Statements:** District Processes & Programs 2	**Nov** 35% **November Evidence of Progress** Since August 1st, 2023, 151 out of 188 (80%) Users have logged in and downloaded a report from DecisionEd. 100% of campuses have had at least 1 report downloaded, signaling DecisionEd usage and awareness. A total of 3,762 reports have been ran. **Feb** **February Evidence of Progress** **Apr** **April Evidence of Progress** **July** **July Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready.

Performance Objective/Specific Result 9: We will reduce the dropout rate of Emergent Bilingual students from 2.9% in the 2022-2023 school year to 2% in the 2023-2024 school year.

HB3 Goal

Evaluation Data Sources: Texas Performance Reporting System

Strategy 1 Details	Reviews

Strategy 1: Teachers will receive professional learning on Sheltered Instructional Strategies (Academic Conversation, Using Visuals to Support Content, and Integrating Reading, Writing, Listening, and Speaking Across Content).
    Strategy's Expected Result/Impact: The retention rate for emergent bilinguals of recent arrival will increase as the CCMR mindset grows and the language proficiency increases throughout the instructional strategies listed above.
    Project Lead: Executive Director of Bilingual, ESL, and Language Services
 	
    Problem Statements: District Processes & Programs 1 - Professional Development Implementation 4
	Nov **November Evidence of Progress**
	25% Teachers have received comprehensive support for the effective implementation of Sheltered Instructional Strategies. A total of 61 professional learning sessions have been thoughtfully delivered across the district.
	Feb **February Evidence of Progress**
	Apr **April Evidence of Progress**
	July **July Evidence of Progress**

Strategy 2 Details	**Reviews**

Strategy 2: Newcomers will receive guidance lessons and individual support with focus on creating a stronger awareness of postsecondary readiness, with the result of a more optimistic view towards school and future goals.
    Strategy's Expected Result/Impact: The retention rate for emergent bilinguals of recent arrival will increase as the CCMR mindset grows and the language proficiency increases throughout the instructional strategies listed above.
    Project Lead: Executive Director of Bilingual, ESL, and Language Services
 	
    Problem Statements: District Processes & Programs 1 - Professional Development Implementation 4
	Nov **November Evidence of Progress**
	25% Newcomer Counselors have successfully conducted the initial guidance lesson for all Newcomer ESL Classes in every high school, marking the first step in a series of six planned lessons.
	Feb **February Evidence of Progress**
	Apr **April Evidence of Progress**
	July **July Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: In Irving ISD, we will increase parent and community engagement in the city of Irving.

Performance Objective/Specific Result 1: We will achieve and maintain an enrollment of 32,000 students.

    Evaluation Data Sources: Cognos

Strategy 1 Details	Reviews		

Strategy 1: The Parent Education and Community Engagement (PE&CE) team will partner with campus operations and POD to track and provide customer service training across the district. We will embed customer service training in our professional development for teachers.
    Project Lead: Executive Director of Adult Learning, Employee Wellness, and Community Engagement
 	
    Problem Statements: Demographics 1, 2 - Perceptions 2
	Nov
	
	50%
		November Evidence of Progress
		There have been 3 Purposeful Planning Training sessions for frontline workers and Parent Liaisons on: Customer Service, Setting Standards for Processes, and De-escalation Training. Customer Service Kits were delivered to all of the campuses and the initiative was shared will all of campus leadership. PE&CE joined POD to present at the September OCT meeting to share the Customer Service Initiative with District Leadership.	

	Feb	**February Evidence of Progress**	
	Apr	**April Evidence of Progress**	
	July	**July Evidence of Progress**	

Strategy 2 Details	Reviews

Strategy 2: Using the community resource fair, the community engagement team will build relationships with nonprofit agencies and local businesses in order to strengthen our relationships with families. These relationships are ongoing and will continue to grow. Connections will continually be filtered to our schools for volunteering, guest speaking, in-kind, tutors, mentors, and financial donations throughout the year.
 	
    Strategy's Expected Result/Impact: Ensuring that the needs of the parents and the families that we serve are met.
    Project Lead: Executive Director of Adult Learning, Employee Wellness, and Community Engagement
 	
    Problem Statements: Demographics 2
	Nov — 50% — **November Evidence of Progress**
	PE&CE provided an event on Path to Citizenship with Haim Vasquez and his team who is providing services at no cost to qualifying families. PE&CE provided 13 vendors for Newcomer Night; these vendors were able to provide valuable resources to our families. We hosted a Perot Museum Night at Johnson Elementary and just recently partnered with Youth 180, Campus Operations and Irving PD to provide a Drug Awareness Panel Informative Session and 12 vendors joined to provide information and resource for our families. Parent Programs were represented at each of the Go Irving sites and provided program information.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

Goal 2: In Irving ISD, we will increase parent and community engagement in the city of Irving.

Performance Objective/Specific Result 2: We will achieve and maintain a Refined Daily Attendance (RDA) of 93%.

Evaluation Data Sources: Cognos

Strategy 1 Details	Reviews		
Strategy 1: Acquire the Attendance Suite from Power School and utilize attendance tools in a systematic way. **Project Lead:** Executive Director of Campus Operations **Problem Statements:** Demographics 2	**Nov** 25%	**November Evidence of Progress** Our current attendance rate is 95.31% which is an improvements over last years rate at this time (93.34%). All schools have been trained on the use of the program and how to implement in a systematic way.	
	Feb	**February Evidence of Progress**	
	Apr	**April Evidence of Progress**	
	July	**July Evidence of Progress**	

Strategy 2 Details	Reviews		
Strategy 2: Parent Education - Parents knowing the value of attendance and the impact of absences on their students' academic performance. **Project Lead:** Executive Director of Campus Operations **Problem Statements:** Demographics 2	**Nov** 25%	**November Evidence of Progress** Using the attendance suite, to date, as a district we have sent out 73,679 messages to parents about attendance and how it impact academic performances.	
	Feb	**February Evidence of Progress**	
	Apr	**April Evidence of Progress**	
	July	**July Evidence of Progress**	

Strategy 3 Details	Reviews
Strategy 3: We will assist in the implementation of PowerSchool to ensure one communication platform is used across the district and provide training opportunities for teachers to effectively use this tool to engage families and build lasting, trusting relationships. **Project Lead:** Executive Director of Campus Operations **Problem Statements:** Demographics 2	**Nov** **November Evidence of Progress** 25% To date we have used the communication aspect of the attendance suite to send out 524,441 messages to parents about all things school related. All campus attendance teams have been trained on how to effectively use this tool. **Feb** **February Evidence of Progress** **Apr** **April Evidence of Progress** **July** **July Evidence of Progress**
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue	

Goal 3: In Irving ISD, we will provide state-of-the-art facilities that rethink the present design of education for all students.

Performance Objective/Specific Result 1: The District will develop and execute facilities projects that meet the established educational specifications on 100% of projects this year.
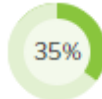
    Evaluation Data Sources: Observations

Strategy 1 Details	Reviews

Strategy 1: The District will develop and implement a Long-Range Facilities Master Plan to develop and align appropriate educational specifications for facilities projects.
    Strategy's Expected Result/Impact: This will support effective communication of expectations to builders.
    Project Lead: Construction Project Manager
 	
Problem Statements: Perceptions 1
	Nov **November Evidence of Progress**
	60% Long-Range Facilities Master Plan was presented to the Board in October and made available to the prime design professionals for the bond projects.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

Strategy 2 Details	**Reviews**

Strategy 2: The District will engage with the community through forums such as Bond Committee groups to provide updates and allow for community input into ongoing building projects.
    Strategy's Expected Result/Impact: Students, parents, and community stakeholders will be able to provide input and receive insights into the District's ongoing facilities efforts.
    Project Lead: Construction Project Manager
 	
Problem Statements: Perceptions 1
	Nov **November Evidence of Progress**
	20% Updates of the Bond Projects Progress will be on the district website and the Long Term Facilities Master Plan will be posted on the website as well. We are working on setting up a committee to annually review the plan to update as needed.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue	

Goal 4: In Irving ISD, we will attract, develop, and maintain life changing educators committed to each student.

Performance Objective/Specific Result 1: We will increase our employee retention by 2% across departments and campuses.

    Evaluation Data Sources: OnDataSuite

Strategy 1 Details	Reviews

Strategy 1: Implement data-driven practices that increase staff retention and enhance workplace well-being by building capacity towards collective recruitment efforts.
 	
    Project Lead: Director of Talent Acquisition and Organizational Development
 	
    Problem Statements: District Processes & Programs 3
	Nov **November Evidence of Progress**
	
	35% Employee Services has engaged in collaborative practices to review and optimize practices. Training was provided through HR Academy to ensure consistent processes across district and campus leaders.
	
	Feb **February Evidence of Progress**
	
	Apr **April Evidence of Progress**
	
	July **July Evidence of Progress**

0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue	