



# 2024-2025

# DISTRICT IMPROVEMENT PLAN

Frisco ISD is committed to ongoing reflection and review of our District practices to better serve our students, staff, and community. In the spirit of continuous improvement, we have replaced the idea of a long-term strategic plan with a framework for ongoing strategic change that aligns all of our systems and resources with our Future-Ready Framework.

Our annual Strategic Blueprint begins with priorities developed in collaboration with stakeholders and adopted by the Board of Trustees. Those priorities serve as statements of direction aligned with our future-ready framework that influence the strategic goals we set for ourselves and our continuous improvement efforts. The system-wide responses to the Board's adopted priorities are summarized in our annual District Improvement Plan, which consists of goals and action plans to be carried out over the school year.

## Development of the District Improvement Plan

- **January - April** - District and campus needs assessments take place to identify needs for improvement in the upcoming school year. As a part of the needs assessment process, The District Advisory Council provides recommendations for improvement.
- **May** - Board holds a strategic planning workshop to develop priorities for the upcoming year based on feedback from campuses and stakeholders
- **June** - Public feedback sought on Board priorities followed by formal adoption of the priorities
- **June - August** - District leaders set goals for each priority and develop the District Improvement Plan while campus leaders develop their Campus Improvement Plans
- **September/October** - Board adopts the District Improvement Plan and Campus Improvement Plans
- **September - May** - The District and Campus Improvement Plans are carried out, and success is measured through our Local Accountability System.

## District-Level Planning Committee

FISD has adopted a strategic change model for navigating the continuous improvement process. Stakeholder engagement at all levels through two-way communication is a critical component of continuous improvement and is central to FISD's change process. Stakeholders hold the District accountable through our Local Accountability System.

The District Advisory Council (DAC) serves as the district-level planning committee that helps develop, evaluate, and revise the District Improvement Plan. The DAC serves in an advisory capacity to the FISD School Board and administration by establishing and reviewing District-wide initiatives, educational goals, performance objectives, and major District-wide classroom instructional programs. They also provide guidance on recommendations for district innovations under FISD's District of Innovation designation.

## Local Accountability System

Frisco ISD's local accountability system is based upon the premise that schools exist to serve students, their parents, and their communities and that accountability should first align with that purpose. FISD's local accountability system recognizes and reports on educational outcomes above and beyond standardized testing by providing information to schools and communities about overall effectiveness through the lens of the Future-Ready Framework. The District Accountability Report also includes the outcomes of the goals adopted in the District Improvement Plan.





## Signaling & Goals

Signaling is our primary communication tool in a forward-facing local accountability system. As part of our Dynamic Organizational Strategy, we use signals to visually represent the time, energy, and resources dedicated to improvement in each Future-Ready Focus Area throughout the year. The signal is designed to help internal and external stakeholders better understand our goals and the progress toward the achievement of those goals.

Our District Improvement Plan contains one of four initial signals for each Future-Ready Focus Area. These initial signals are designed to represent a simple, straightforward expression of the work that will occur across the district throughout the school year.

Strategic goals are developed for each major or minor change signaled in the District Improvement Plan. These goals, once approved by the School Board, will be supported by district-wide action plans. The outcomes of each goal in this District Improvement Plan will be reported in the 2025 District Accountability Report.




### Initial Signals




-  **Maintain** - We will continue the work already underway and do not plan to make changes at this time.
-  **Maintain but Consider Change** - Change may be warranted in the future, and data will continue to be evaluated
-  **Minor Change** - A change is under way that can generally be completed within a year and does not require a significant investment of resources (time, energy, or money)
-  **Major Change** - A change is under way that may take longer than a year to accomplish or requires a significant investment of resources (time, energy, or money)

## 2024-2025 Board Priorities

- District staff and the community unite to champion Frisco ISD as the premier destination for both students and staff.
- Frisco ISD promotes a community-wide culture of respect that ensures positive interactions and behaviors within the learning environment.
- Frisco ISD fosters excellence and student growth through differentiated, relevant learning experiences and varied student opportunities.

## Initial Signals and Goals

FUTURE-READY FOCUS AREA	INITIAL SIGNAL	DISTRICT GOALS
<p><b>Learning Organization</b></p> <p><b>Definition:</b> An organization where people continually expand their capacity to create desired results by strategically adapting and modifying behaviors to reflect new knowledge and insights.</p> <p><b>Benefit:</b> The educational system continually evolves to address the needs of the school community.</p> <p><b>What it looks like:</b></p> <ul style="list-style-type: none"> <li>• We solicit feedback and partner with all stakeholders in an effort to meet school improvement needs.</li> <li>• Our foundational commitments drive our decision-making.</li> <li>• We modify organizational behavior to reflect new knowledge and insights.</li> <li>• Our decisions reflect the coordination of the interrelated systems within our organization.</li> </ul>		<p><b>Goal #1:</b> Staff, students, and the FISD community will develop a shared understanding of our culture of excellence and the unique experiences available to students.</p> <p><b>Goal #2:</b> District and campus leaders will develop a systematic approach to ensure the FISD student opportunity model evolves to meet the needs of the school community.</p>
<p><b>Basic Conditions for Learning</b></p> <p><b>Definition:</b> FISD provides the physiological and environmental needs of students that must be met for learning to occur.</p> <p><b>Benefit:</b> Students will demonstrate an eagerness to learn and will be capable of reaching their full potential.</p> <p><b>What it looks like:</b></p> <ul style="list-style-type: none"> <li>• We provide safe and effective learning spaces for all students in all circumstances.</li> <li>• We ensure students' physiological needs are met.</li> <li>• We provide all students access to education.</li> </ul>		
<p><b>Guaranteed &amp; Viable Curriculum</b></p> <p><b>Definition:</b> FISD provides a comprehensive framework of learning standards that provides all students access to high-quality content at the appropriate time for mastery.</p> <p><b>Benefit:</b> Students will receive an education that will prepare them for their futures.</p> <p><b>What it looks like:</b></p> <ul style="list-style-type: none"> <li>• All learners have access to a standards-based curriculum that supports learning for all.</li> <li>• All learners are provided with rigorous and meaningful future-ready learning experiences.</li> <li>• All learners demonstrate grade-level achievement.</li> </ul>		

FUTURE-READY FOCUS AREA	INITIAL SIGNAL	DISTRICT GOALS
<p><b>Differentiated Instruction &amp; Assessment</b></p> <p>Definition: FISD’s instructional design meets student needs and interests by offering a variety of learning experiences and meaningful assessments.</p> <p><b>Benefit:</b> Students will demonstrate academic growth.</p> <p><b>What it looks like:</b></p> <ul style="list-style-type: none"> <li>• Timely and meaningful feedback is provided in order to design and adapt instructional practices.</li> <li>• All learners are given appropriate time to demonstrate mastery of the standards.</li> <li>• We grow and cultivate our students’ knowledge, talents, and abilities.</li> </ul>		<p><b>Goal #3:</b> District and campus leaders will create and refine systems of support to improve the overall learning experience through differentiation and personalization.</p>
<p><b>Learner-Centered Experience</b></p> <p><b>Definition:</b> FISD provides an atmosphere that facilitates collaboration, creative thinking, and problem-solving.</p> <p><b>Benefit:</b> Students will demonstrate ownership of their learning and develop future-ready skills.</p> <p><b>What it looks like:</b></p> <ul style="list-style-type: none"> <li>• We create engaging learning experiences that are inclusive and collaborative.</li> <li>• We facilitate, promote, and value students’ ownership in their learning.</li> <li>• Resources and learning spaces are utilized and adapted to support learner engagement and outcomes.</li> </ul>		
<p><b>Positive Culture</b></p> <p><b>Definition:</b> The FISD community is designed to build relationships that support academic, social, behavioral, and emotional growth.</p> <p><b>Benefit:</b> Students will feel a sense of support, belonging, and connectedness at school.</p> <p><b>What it looks like:</b></p> <ul style="list-style-type: none"> <li>• We systematically address academic, social, behavioral, and emotional needs.</li> <li>• Our learners are involved and connected within the school community.</li> <li>• We promote a growth mindset and action in our staff and student learners.</li> <li>• We hire, develop, and retain future-ready-focused staff.</li> </ul>		<p><b>Goal #4:</b> Staff, students, and the FISD community will consistently respect one another and hold each other accountable to create positive learning environments.</p>