

# Irving Independent School District District Improvement Plan 2023-2024 Formative Review



**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.

# Table of Contents

Goals 4

Goal 1: In Irving ISD, each student will reach their highest potential and be college and career ready. 4

Goal 2: In Irving ISD, we will increase parent and community engagement in the city of Irving. 11

Goal 3: In Irving ISD, we will provide state-of-the-art facilities that rethink the present design of education for all students. 13

Goal 4: In Irving ISD, we will attract, develop, and maintain life changing educators committed to each student. 14

# 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.










**TEA Priorities:**


Build a foundation of reading and math, Improve low-performing schools

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** mCLASS

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 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.</p> <p><b>Project Lead:</b> Executive Director of Intervention Services</p> <p><b>Problem Statements:</b> Student Learning 1 - Professional Development Implementation 1</p>	Formative			Summative
	Nov	Feb	Apr	July
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Project Lead:</b> Director of Elementary Curriculum and Instruction</p> <p><b>Problem Statements:</b> Student Learning 1 - Professional Development Implementation 1</p>	Formative			Summative
	Nov	Feb	Apr	July
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Work with Education First consultants to develop and monitor the implementation of learning acceleration for Emergent Bilingual students via short continuous improvement cycles.</p> <p><b>Project Lead:</b> Director of Elementary Curriculum and Instruction</p> <p><b>Problem Statements:</b> Student Learning 1 - Professional Development Implementation 1</p>	Formative			Summative
	Nov	Feb	Apr	July
				

 No Progress
  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.




**TEA Priorities:**

Build a foundation of reading and math, Improve low-performing schools

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Texas Performance Reporting System, MAP

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 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. <b>Project Lead:</b> Director of Elementary Curriculum and Instruction  <b>Problem Statements:</b> Student Learning 5	Formative			Summative
	Nov	Feb	Apr	July
	 30%	 55%	 100%	

 No Progress
  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.

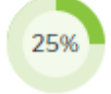






**TEA Priorities:**

Build a foundation of reading and math, Improve low-performing schools

**High Priority**

**HB3 Goal**

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 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. <b>Project Lead:</b> Director of Elementary Curriculum and Instruction  <b>Problem Statements:</b> Student Learning 6	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
	 25%	 60%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**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 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.

**TEA Priorities:**

Build a foundation of reading and math

**High Priority**

**Evaluation Data Sources:** MAP Assessment

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> During the RTI block and/or in school intervention time, teachers will use Lexia to intervene with students needing tier 3 support. <b>Project Lead:</b> Executive Director of Intervention Services  <b>Problem Statements:</b> Student Learning 3 - Professional Development Implementation 3	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
	 35%	 55%	 85%	

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Project Lead:</b> Director of Secondary Curriculum and Instruction</p> <p><b>Problem Statements:</b> Student Learning 3 - Professional Development Implementation 3</p>	Formative			Summative
	Nov	Feb	Apr	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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 who achieve "Meets Grade Level or Above" on Math STAAR from 26% in 2023 to 39% in 2024.

**TEA Priorities:**

Recruit, support, retain teachers and principals, Build a foundation of reading and math

**High Priority**

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 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.</p> <p><b>Project Lead:</b> Executive Director of PK-8 Schools</p> <p><b>Problem Statements:</b> Student Learning 2 - Professional Development Implementation 2</p>	Formative			Summative
	Nov	Feb	Apr	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Project Lead:</b> Director of Secondary Curriculum and Instruction</p> <p><b>Problem Statements:</b> Student Learning 2 - Professional Development Implementation 2</p>	Formative			Summative
	Nov	Feb	Apr	July



No Progress



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 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.







**TEA Priorities:**

Connect high school to career and college

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Texas Performing Reporting System

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 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.</p> <p><b>Project Lead:</b> Director of Guidance, Counseling, and College &amp; Career Readiness</p> <p><b>Problem Statements:</b> Student Learning 4</p>	Formative			Summative
	Nov	Feb	Apr	July
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Provide targeted intervention for students that are not currently ELA/Reading or Math met</p> <p><b>Project Lead:</b> Director of Guidance, Counseling, and College &amp; Career Readiness</p> <p><b>Problem Statements:</b> Student Learning 4</p>	Formative			Summative
	Nov	Feb	Apr	July
				



 No Progress
  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 industry-based certifications through career and technical education programs by 10% this year.








**TEA Priorities:**

Connect high school to career and college

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Texas Performance Reporting System

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement ongoing adjustment plan to ensure CTE programs align with TEA requirements. <b>Project Lead:</b> Director of Career and Technical Education  <b>Problem Statements:</b> Student Learning 4	Formative			Summative
	Nov	Feb	Apr	July
	 15%	 45%	 60%	
<p>  No Progress            Accomplished            Continue/Modify            Discontinue         </p>				

**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%.

**TEA Priorities:**

Build a foundation of reading and math, Connect high school to career and college

**High Priority**

**Evaluation Data Sources:** Cognos, DecisionEd

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> 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.</p> <p><b>Project Lead:</b> Executive Director of Intervention Services</p> <p><b>Results Driven Accountability - Equity Plan</b></p> <p><b>Problem Statements:</b> District Processes &amp; Programs 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> 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</p> <p><b>Project Lead:</b> Director of Planning, Evaluation, and Research</p> <p><b>Results Driven Accountability - Equity Plan</b></p> <p><b>Problem Statements:</b> District Processes &amp; Programs 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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.

**TEA Priorities:**

Connect high school to career and college

**HB3 Goal**

**Evaluation Data Sources:** Texas Performance Reporting System

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 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).</p> <p><b>Strategy's Expected Result/Impact:</b> 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.</p> <p><b>Project Lead:</b> Executive Director of Bilingual, ESL, and Language Services</p> <p><b>Problem Statements:</b> District Processes &amp; Programs 1 - Professional Development Implementation 4</p>	Formative			Summative
	Nov	Feb	Apr	July
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> 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.</p> <p><b>Project Lead:</b> Executive Director of Bilingual, ESL, and Language Services</p> <p><b>Problem Statements:</b> District Processes &amp; Programs 1 - Professional Development Implementation 4</p>	Formative			Summative
	Nov	Feb	Apr	July
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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.

**TEA Priorities:**

Recruit, support, retain teachers and principals, Improve low-performing schools

**High Priority**

**Evaluation Data Sources:** Cognos

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 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. <b>Project Lead:</b> Executive Director of Adult Learning, Employee Wellness, and Community Engagement  <b>Problem Statements:</b> Demographics 1, 2 - Perceptions 2	Formative			Summative
	Nov	Feb	Apr	July
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 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. <b>Strategy's Expected Result/Impact:</b> Ensuring that the needs of the parents and the families that we serve are met. <b>Project Lead:</b> Executive Director of Adult Learning, Employee Wellness, and Community Engagement  <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Feb	Apr	July
No Progress                 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%.











**TEA Priorities:**

Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools

**High Priority**

**Evaluation Data Sources:** Cognos

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Acquire the Attendance Suite from Power School and utilize attendance tools in a systematic way. <b>Project Lead:</b> Executive Director of Campus Operations  <b>Problem Statements:</b> Demographics 2	Formative			Summative
	Nov	Feb	Apr	July




Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Parent Education - Parents knowing the value of attendance and the impact of absences on their students' academic performance. <b>Project Lead:</b> Executive Director of Campus Operations  <b>Problem Statements:</b> Demographics 2	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 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. <b>Project Lead:</b> Executive Director of Campus Operations  <b>Problem Statements:</b> Demographics 2	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
				
 No Progress  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.

**High Priority**

**Evaluation Data Sources:** Observations

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> The District will develop and implement a Long-Range Facilities Master Plan to develop and align appropriate educational specifications for facilities projects. <b>Strategy's Expected Result/Impact:</b> This will support effective communication of expectations to builders. <b>Project Lead:</b> Construction Project Manager  <b>Problem Statements:</b> Perceptions 1	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>Apr</b>	<b>July</b>
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Students, parents, and community stakeholders will be able to provide input and receive insights into the District's ongoing facilities efforts.</p> <p><b>Project Lead:</b> Construction Project Manager</p> <p><b>Problem Statements:</b> Perceptions 1</p>	Formative			Summative
	Nov	Feb	Apr	July
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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.

**TEA Priorities:**

Recruit, support, retain teachers and principals

**High Priority**

**Evaluation Data Sources:** OnDataSuite

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement data-driven practices that increase staff retention and enhance workplace well-being by building capacity towards collective recruitment efforts.</p> <p><b>Project Lead:</b> Director of Talent Acquisition and Organizational Development</p> <p><b>Problem Statements:</b> District Processes &amp; Programs 3</p>	Formative			Summative
	Nov	Feb	Apr	July
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				