

Strategic Plan Year One Update

Teaching and Learning

Strategy: Develop multiple academic programs and pathways to enhance student success beyond graduation.

Began in Year One

- Action Plan 1.1.1

- Specific Result: Expand the delivery methods of instruction to create a more personalized learning experience for students.

Progress

- Expand opportunities for online and blended learning experiences for all students. – Amanda Campbell
- *Planning and implementation occurred this year in the following areas:*
 - Blended Learning Committee was established: researched pilot program possibilities to expand differentiated learning opportunities for all students; created rubric for online classes containing expectations and examples; developed online professional learning courses for secondary core teachers to help them to participate fully in the online learning platform used by students.
 - Blended Pre-AP Geometry for 8th grade in progress. Plan to hire a blended teacher dedicated to the instruction of middle school geometry students.
 - Chinese I, II, Pre-AP Chinese III, ASL III and ASL IV are currently offered online. 2016-17 offerings will extend to include AP Chinese IV.

Progress

- Provide additional professional learning opportunities for teachers and staff on how to differentiate instruction to meet the needs of each student. – Christy Fiori
- *Planning and training occurred this year in the following areas:*
 - Backwards Planning for Learning training delivered in summer 2015, focusing on differentiation; job embedded support for that training has taken place all year.
 - Common formative assessment will be focus summer 2016 and professional development sessions at the beginning of school will target differentiation.
 - ESL summer institute will be provided.

Progress

- Align academic competition opportunities with FISD's learning goals and with those that promote college and career readiness skills – Dr. Angela Romney
- *Planning occurred this year in the following areas:*
 - An audit was conducted in 2015 to review current practices related to academic competitions and to make recommendations for the 2016-17 school year.
 - CTE/Academic Travel Guidelines have been drafted and are under review.
 - Finalizing for implementation the new process for approving academic competitions and competition travel.

Began in Year One

- Action Plan 1.1.2
- Specific Result: Build Additional higher education and business partnerships to increase opportunities for students.

Progress

- Increase learning opportunities for students through additional dual credit, concurrent enrollment, or articulated credited courses, via collaboration with institutions of higher education. – Clarence Williams
- *Planning occurred this year in the following areas:*
 - In conjunction with Collin College, the following dual credit opportunities have been added: cyber security/networking, EMT, EKG. Also collaborating with Collin, UNT and LeTourneau University to expand opportunities, such as a dual credit toward associates degree, a sports management program with a pathway to a bachelor's and then a master's degree and the possibility of an aviation program utilizing the McKinney Airport.

Progress

- Develop additional FISD Career and Technical Education program internship opportunities for students, through increased business partnerships. – Dianna Manuel
- *Planning and implementation occurred this year in the following areas:*
 - Pathway leads have initiated a Professional Learning Community to study and work with the FEF, the Chamber, the FEDC and the Partners in Education program to increase opportunities for relevant learning experiences for students.
 - The CTE Advisory Committee and the CTEC Campus Improvement Team are also working on this effort.

Progress

- Create internship and work opportunities for students receiving special education services that support post-secondary goals, by increasing business partnerships. – Marcia Shannon
- *Planning, training and implementation occurred this year in the following areas:*
 - A post-secondary internship began this year with Embassy Suites – Project Search –
 - Expanded sites for vocational training at high school and post-secondary level
 - Trained Vocational Assistance Coordinators to support post-secondary goals of student beginning at the middle school level.
 - Project Search Steering Committee seeking additional business partnerships to provide guidance for future employability opportunities.
 - Focused on continuing to grow opportunities for internships in various areas of interest for students at all levels.

Began in Year One

- Action Plan 1.1.3
- Specific Result: Increase learning opportunities for students through a variety of academic programming options.

Progress

- Implement the AP Capstone program, open to any interested high school student. – Dr. Angela Romney
- *Planning and training occurred this year in the following areas:*
 - In 2016-17 the AP Capstone Program will begin at Heritage, Reedy, Liberty and Wakeland, starting with the AP Seminar course. The AP Research Course will be added in 2017-18. Over 600 students are registered for this course and the shuttle system ensures it is available to students at all schools.
 - Communication with families began this fall to prepare for registration and information nights were held in January of this year.
 - Campuses currently hiring teachers who will trained this summer.

Progress

- **Implement the International Baccalaureate Program.** –
Dr. Angela Romney
- *Planning occurred this year in the following areas:*
 - The Advanced Academics Committee conducted research this year, including visits to area school districts to observe their programs. Leaders attended an IB Conference in Houston.

Progress

- Provide additional learning opportunities for students receiving gifted and talented services. – Christy Fiori
- *Planning and implementation occurred this year in the following areas:*
 - Humanities GT 1 was implemented at the high school level and Humanities GT 2 will be implemented in 2016-17.
 - An elementary coordinator position was created to increase focus on this program and an elementary focus group has been formed to support the planning process for increasing learning opportunities.
 - The GT committee has reviewed the FISD GT district guidelines and is in the process of working on a document to help clarify the roles of cluster teachers, GT teachers and campus administration within the program.

Progress

- Develop differentiated pathways for CTE programming that are designed for students receiving special education services. – Marcia Shannon
- *Planning, training and implementation occurred this year in the following areas:*
 - Plans for writing curriculum for Occupational Preparation and Differentiated Marketing Dynamics Courses and training took place for implementing new curriculum scope and sequence.
 - Training was initiated for CTE teachers to build skillsets in supporting students with special needs.
 - An additional staff members was approved for next year to facilitate increased access to CTE Curriculum for students in Special Education.

Progress

- Provide additional opportunities for secondary students to learn languages other than English. – Amanda Campbell
- *Planning and implementation occurred this year in the following areas:*
 - Online learning opportunities for additional languages and the expansion of additional levels of Spanish at the middle school are being explored with recommendations to be made during the 2015-16 school year.
 - Current online offerings include several levels of Chinese and American Sign Language.
 - District Improvement Team recommended research into partnership for dual credit opportunities, curriculum writing for middle school Spanish courses and additional online program exploration.

Progress

- Develop and implement increased academic advisement methods to inform students and parents of academic programs, available pathways, and postsecondary opportunities. – Brenda Berry
- *Planning, training and implementation occurred this year in the following areas:*
 - Parent information online was increased and creating more information/curriculum related to financial aid and college/career guidance.
 - Dual Credit Night held at all high schools and a just for juniors night.
 - HBCU fair is being held at HHS to provide information for college and scholarship opportunities.

Progress

- Develop non-traditional programs for students based on at-risk criteria. – Sue Kirk
- *Planning and implementation occurred this year in the following areas:*
 - Partnered with Alcatel Lucent to provide STEM opportunities through real-world experience to students at risk of dropping out.
 - School to work programs and partnerships with local companies being studied and researching expansion of SOC to include space for partnerships to provide training and classes allowing students to leave high school with employable skills with partner companies.
 - Initiated partnership with Collin College to offer support to 4th and 5th year students and to offer a mini-workshop on Cyber Security courses to students at SOC.

Strategic Plan Year One Update

Teaching and Learning

Strategy: Establish and implement processes and structures for students to evaluate their understanding of the curriculum and measure their individual growth.

Began in Year One

- Action Plan 1.2.1

- Specific Result: Ensure each student sets short-and long-term learning goals.

Progress

□ **Implement student e-portfolios.** – Melissa Fouche

□ *Planning occurred this year in the following areas:*

- Researched essential tool and format and identified Google Apps for Education – easy to use and in place.
- Working with Curriculum and Instruction to create templates and processes.
- Parent Portal in development stages.

Progress

- Develop and implement a process that allows for each student to monitor his or her short-term and long-term learning goals over time and demonstrate evidence of growth. – Laurie Tinsley
- *Planning occurred this year in the following areas:*
 - Researched current FISD practices that align with this step and created a subcommittee to develop evaluation tool to assess current student practices occurring K-12.
 - Explored other districts and their practices regarding student goal-setting and researched best practices for students in evaluating learning and goal setting.
 - Student Learning Profile drafted that outlines measureable behaviors and intended outcomes for FISD students and staff. Received input from stakeholder representatives.

Progress

- Create professional development that equips teachers with tools and strategies to support students in development and self-monitoring goals. – Laurie Tinsley
- *Planning occurred this year in the following areas:*
 - Reviewed FISD professional learning opportunities that could possibly embed tools that would assist teachers to guide students in establishing goals and monitoring their learning.
 - Researched professional learning models that develop necessary skills with staff.

Strategic Plan Year One Update

**Teaching and Learning
Strategy: Design relevant
professional development that
promotes collaboration and supports
staff in effectively responding to the
diverse academic needs of students.**

Began in Year One

- Action Plan 2.1.1

- Specific Result: Implement professional development that supports professional learning communities.

Progress

- Create and implement a professional development plan that supports implementation, development and sustainment of professional learning communities. – Dr. Deidre Parish
- *Training occurred this year in the following areas:*
 - The new school calendar for 2016-17 allowed us to improve our professional learning plan by providing structures for intentional, ongoing and systemic learning with three additional learning days.
 - August 11 and 12 will be two days of learning in established professional learning community teams. October 7 is specified for backwards planning for learning in collaborative teams. This day allows for the development and sustainment of ongoing, collaborative, results-oriented research.
 - Professional learning opportunities are being developed and will be offered throughout the 2016-17 academic year.

Progress

- Provide opportunities for differentiated professional development focused on learning collaboration and results. – Dr. Deidre Parish
- *Training occurred this year in the following areas:*
 - Summer PLC Events will continue to include the PLC at-Work Institute in San Antonio for new principals or teams who haven't attended yet and the PLC at Work Hybrid in Frisco/Plano will continue for others.
 - PLC Coaching Academy for first time attendees is held in September, December and May.
 - PLC Booster for Hybrid Attendees is scheduled October and February.
 - Coaching structure for campuses being developed and C&I director coaching sessions will continue with Dr. Peter Noonan.

Progress

- Implement development programs for first-, second-, and third-year teachers. – Dr. Deidre Parish
- *Training occurred this year in the following areas:*
 - First-year Teacher Institute and Mentor Program based on Ginger Tucker Induction Design began.
 - Four ½ day sessions took place – Inspire/Prepare (Sept.), Respond (Oct.), Survive/Revive (Nov.), and Reflect (Feb.).
 - Second-year teachers were supported with Ginger Tucker materials and ongoing learning opportunities and third-year teachers were supported with online materials and chat rooms facilitated by current mentors.

Strategic Plan Year One Update

Teaching and Learning

Strategy: Develop expectations, processes, and support structures that promote high levels of collaboration.

Began in Year One

- Action Plan 2.2.1

- Specific Result: Implement professional learning communities District-wide.

Progress

- Create and implement a professional development plan that supports implementation, development and sustainment of professional learning communities. – Mia Bennett
- *Training and implementation occurred this year in the following areas:*
- Campuses have attended the initial PLC Institute in San Antonio for their guiding coalition of administrative and teacher leaders to gain a shared knowledge of the PLC framework to begin the work on their campuses (PLC Journey: 28 campuses-1st yr., 21 campuses-2nd yr., 14 campuses-3rd yr.)
- Professional learning time was provided for C&I staff to work with Dr. Noonan to develop a shared understanding and clarity of our role in supporting campuses as they initiate/implement the PLC process across the district (PLC Coaching Academies and Boosters).

Progress

- Create and communicate clear expectations for the process and outcomes of collaboration. – Clarence Williams
- *Planning occurred this year in the following areas:*
- Time has been built into campus schedules to allow collaboration between classroom teachers to build capacity and enhance student achievement.
- We are building days into the district calendar to support horizontal collaboration one time each semester
- Providing ongoing training for teachers regarding the development on collaborative planning processes and connections to the four critical questions of a PLC
- Instructional coaches and teachers experienced opportunities to apply collaborative planning processes in professional learning they attended as teams in the summer of 2015, and will continue this learning focus in 2016.

Progress

- Develop and implement a common language that establishes the critical terms of collaboration. – Mia Bennett
- *Training and implementation occurred this year in the following areas:*
 - Developed “The Way We Work: PLC Essentials” document.
 - Developed “FISD PLC Common Vocabulary.”
 - Documents and training developed to enhance the connection between a PLC culture and the strategic plan, district action plan, and campus action plans

Progress

- Implement standardized processes and support structures that ensure efficiency and effectiveness of collaborative planning. – Clarence Williams
- *Planning occurred this year in the following areas:*
- Training and implementation of Backwards Planning for Learning took place.
- Provided agendas, protocols, and collaborative planning expectations to promote high levels of collaboration.
- Created a process that outlines steps that a team uses during collaborative planning.

Strategic Plan Year One Update

Human Resources: Develop innovative recruitment strategies and optimize staffing processes.

Began in Year One

- Action Plan 3.1.1

- Specific Result: Develop and implement a comprehensive recruiting plan with multiple sourcing strategies to obtain high quality candidates to meet specific needs including a strategic focus on diversity.

Progress

- **Develop and implement innovative sourcing strategies for employee recruitment.** – Cory McClendon
- *Implementation occurred this year in the following areas:*
- Human Resources established and utilized Twitter and LinkedIn accounts to attract a broader range of teaching applicants. As a result, the number of candidates indicating an interest in Frisco ISD at job fairs and via the application system has increased.
- Partnerships are currently being established with multiple College of Education departments through the recruiting fair process.
- Human Resources met with all FISD recruiters to review district goals, effective recruitment strategies, recruiting materials, and relationship-building with key university faculty members. Some partnerships have already established an open line of communication and produced future opportunities to visit with the college's students.
- Human Resources has partnered with the Communications Department to revamp all recruiting material for job fairs. This new material captures the overall brand of FISD. The HR website will also be revamped in the future to help convey the same material.

Progress

- Establish a talent pipeline that results in an ample supply of high quality, diverse applicants for all positions. – Cory McClendon
- *Planning occurred this year in the following areas:*
- Human Resources is developing a “Grow-Your-Own” program to encourage FISD students to enter the teaching field and return to teach in the district upon completion of an educator preparation program. HR will contact each high school campus this spring and meet with those students who are interested in the teaching profession. HR will also meet with students who are in the Level 1 & 2 Practicum in Educational Practice at our Career and Technical Education Center. These students will receive information regarding the teaching profession and a pamphlet specifically for Frisco ISD. They will also be placed on priority status upon returning to teach in Frisco ISD.
- Human Resources has increased recruiting fairs for 2015 – 2016 to a total of 48 job fairs. This is an increase of 17 job fairs over the last year.
- Eleven colleges with predominantly diverse student populations have been added to recruiting efforts

Progress

- Develop and implement intentional recruitment and employment strategies designed to increase minority staff, particularly for head coaching, teaching, and administrative positions. – Cory McClendon
- *Planning, training and implementation occurred this year in the following areas:*
 - Human Resources is collaborating with the District Improvement Team and the Diversity Task Force to expand recruitment efforts within the Frisco community.
 - Human Resources has increased recruitment opportunities via collegiate and conference job fairs. Human Resources is reviewing the selection process for all positions and working with representatives from other departments to refine processes as needed.
 - A multi-leveled screening committee has been created for all open athletic coordinator positions at high school campuses. This committee consists of the Principal, Athletic Director, Assistant Athletic Director, Human Resources, and Student Services.

Progress

- **Embed specific personnel goals within campus and district action plans.** – Anna Koenig
- *Planning, training occurred this year in the following areas:*
 - Human Resources provided all principals with staff diversity data during individual personnel conferences. Staff diversity will be addressed in all 2016-17 campus action plans (CAP).
 - The majority of campuses included an objective or strategy in their campus action plans that focused on increasing staff diversity.
 - Human Resources staff provided professional development to hiring managers in March that addressed best practice in hiring staff and emphasized the importance of diversity for students and staff across the district.

Progress

- Develop the candidate profile of an effective Frisco ISD teacher in collaboration with stakeholders – Ronnie Elmore, Dr. Duana Kindle
- *Planning occurred this year in the following areas:*
 - The Staff Quality, Recruitment and Retention subcommittee of the District Improvement Team (DIT) has created the FISD Candidate Profile. The subcommittee presented a draft of the profile at the DIT meeting on April 21, 2016. The profile will be submitted for final approval.

Began in Year One

- Action Plan 3.1.2
- Specific Result: **Utilize employee feedback to improve effectiveness and efficiency of Human Resources related processes.**

Progress

- Create an embedded evaluation of the onboarding process to determine needed adjustments . – Cory McClendon

Implementation occurred this year in the following areas:

- A survey was created and implemented in June, 2015, for all new employees to Fisd. Human Resources staff reviewed data from this survey and made adjustments to the orientation process for all new employees. These orientations will begin on May 3rd and extend through August. A snapshot of the data revealed overwhelming support for the current onboarding process.

Progress

- Analyze and update the individual systems used in Human Resources processes to ensure seamless and user-friendly functionality for all applicants and employees. – Anna Koenig and Dr. Duana Kindle
- *Planning, training and implementation occurred this year in the following areas:*
 - Appraise is used to store T-TESS pilot campuses evaluations.
 - The Resignation/Exit Interview and Onboarding processes were updated to provide additional information.
 - Substitutes and Auxiliary new hires (except CNP and Custodial) were added to the Onboarding process.
 - Position Inventory was increased to house all district personnel including tutors and temporary hires.
 - Position Inventory was updated to include grade level- specific information.
 - New applicant tracking system with multi-functionality became available for all hiring managers and training was provided.

Strategic Plan Year One Update

Human Resources: Implement creative ways to nurture the whole employee with the goal of retaining quality staff.

Began in Year One

- Action Plan 3.2.1
- **Specific Result: Ensure that each employee is healthy, safe, engaged, supported and challenged to promote long-term, sustainable development of a balanced lifestyle, ultimately promoting success and retention within the FISD community.**

Progress

- **Develop, communicate, and expand employee wellness options.** – Brenna Rose, Sheila Gardner, Brenda Berry
- *Planning and implementation occurred this year in the following areas:*
 - Continuing to offer reimbursement for Frisco Athletic Center/YMCA membership fees when minimum workout requirements are met.
 - Director of Coordinated School Health developed campus walking trails with “step” information for each school.
 - Director of Counselors provided a list of available counseling/therapy options for staff in need of services. This information has been placed in the Employee Resource Center.
 - Coordinator of Nursing Services communicates health and wellness information from the American Heart Association to staff via email.
 - Discussion of providing grief support groups for employees.

Progress

- Evaluate and offer a competitive District compensation and benefits package.– Dr. Pamela Linton and Brenna Rose
- *Planning and implementation occurred this year in the following areas:*
 - Benefits staff worked with third-party administrators to research feasibility of a district-funded disability plan. It has been determined that this is not a viable option for the 2016-2017 school year due to the cost.
 - District Benefits staff collected data neighboring and comparable districts regarding: benefits contributions and supplemental benefits for coverage and premium comparison.
 - Benefits staff will review dental plans for 2016-2017 with the goal of finding comparable coverage at more competitive premiums.

Progress

- Provide professional development and growth opportunities for all employees. – Dr. Duana Kindle
- *Planning, training and implementation occurred this year in the following areas:*
 - The Human Resources and Curriculum and Instruction departments jointly facilitated a Leadership Seminar for 25 aspiring administrators.
 - Human Resources works with Communications to provide information regarding university course offerings and professional development.
 - The Professional Learning Department continues to communicate ongoing district offerings.
 - Campus and department supervisors offer relevant training opportunities for their staff.

Progress

- Evaluate survey and turnover data annually and adjust objectives as necessary. – Ronnie Elmore
- *Planning occurred this year in the following areas:*
 - The Resignation/Exit Interview process will provide the data for this action step. Data analysis will begin in June.
 - Human Resources reviewed district and campus turnover data to ascertain trends in staff retention and to note areas of concern regarding staff turnover.

Progress

- **Promote employee recognition opportunities.** – Ronnie Elmore
- *Planning and implementation occurred this year in the following areas:*
 - Research options for and feasibility of recognizing employees with consistently strong attendance.
 - Continue to utilize the following:
 - The “Beat” – is a valuable tool and means of celebrating staff accomplishments and building a sense of community.
 - District website
 - Social media channels
 - News media
 - FISS Pin Ceremony which recognizes years of service
 - District recognition of retiring staff

Strategic Plan Year One Update

Budget and Finance: Pursue additional revenue opportunities.

Began in Year One

- Action Plan 4.1.1
- Specific Result: **Pursue additional outside funding.**

Progress

- Implement an electronic ticketing system for FISD events to increase attendance. – Brent Reese
- *Training and implementation occurred this year in the following areas:*
 - Will revisit training component, prepare for redo on implementation at the Ford Center at The Star, along with Toyota Stadium and Memorial (also review pre-sale plan/process)

Progress

- Evaluate revenue-generating opportunities within existing facilities. – Brent Reese
- *Implementation occurred this year in the following areas:*
 - Dodge, beverage bid, apparel bid, turf project
 - Implementation Phase

Progress

- Build a portfolio of sponsors that includes “pillar” sponsors. – Dr. Todd Fouche and Brent Reese
- *Implementation occurred this year in the following areas:*
 - Working on plan and implementation for pillar sponsors (February) – Dodge
 - Continue to refine and re-visit

Progress

- Evaluate revenue-generating opportunities within FISD student extracurricular events and activities. – Brent Reese and Todd Fouche
- *Implementation occurred this year in the following areas:*
 - Working with DIT group for ideas/input
 - Results in April

Began in Year One

- Action Plan 4.1.2
- Specific Result: **Add revenue to District operational budget.**

Progress

- Plan and execute a tax ratification election (TRE) in the event that state appropriations for FISD do not support current maintenance and operations (M&O) budget needs. – Richard Wilkinson and Shana Wortham

Planning and implementation occurred this year in the following areas:

- Legal review completed
- DRAFT polling locations prepared
- February budget committee meeting scheduled
- Budget calendar provided –
- Format budget presentation began in March

Began in Year One

- Action Plan 4.2.1
- Specific Result: **Develop a comprehensive model to promote cost-efficiency measures and effectiveness.**

Progress

- Inventory and evaluate current methods of communicating financial information. – Richard Wilkinson
- *Implementation occurred this year in the following areas:*
 - In progress
 - Finance website completely redone.

Progress

- Integrate current methods with new opportunities for enhancing two-way communication concerning cost-efficiency measures and effectiveness. – Richard Wilkinson
- *Planning and implementation occurred this year in the following areas:*
 - In progress
 - Adding web presence-energy mgt.
 - Adding cost savings on construction.

Progress

- Expand the role of the citizen bond committee to include on-going reporting and advisement regarding district bond projects. – Richard Wilkinson
- *Implementation occurred this year in the following areas:*
 - Implemented bond advisory committee in Fall 2015

Strategic Plan Year One Update

Facilities: Affirm community support and budgetary needs to sustain the small schools model.

Began in Year One

- Action Plan 5.1.1
- Specific Result: **Build strategies that affirm support and align resources for the small schools model.**

Progress

- Develop communication products that inform and educate the community on the advantages of the small schools model. – Communications Dept.
- *Planning and implementation occurred this year in the following areas:*
 - This year, we have been integrating these ideals and benefits into our news writing, promotional videos, materials and community presentations.

Progress

- Utilize a broad range of communication tools and strategies to educate the community on the advantages of the small schools model. – Communications Dept.
- *Planning and implementation occurred this year in the following areas:*
 - Social Media, Web Site, Day to Day Conversations with Families, Presentation Opportunities

Progress

- Create and develop an FISD alumni program. – Allison Miller
- *Planning occurred this year in the following areas:*
 - Gather information from surrounding districts/foundations, with plans to begin implementation in the Fall of 2016

Progress

- Communicate the use and alignment of resources' impact on student success. – Richard Wilkinson, Katie Kordel, Shana Wortham
- *Planning occurred this year in the following areas:*
 - Will be part of potential TRE materials in the future.
 - Staffing (student/teacher ratios) – TRE considerations

Strategic Plan Year One Update

Facilities: Implement energy efficiency strategies to reduce operational costs.

Began in Year One

- Action Plan 5.2.1
- **Specific Result: Improve overall energy conservation through educating and inspiring administration, faculty, staff, and students alike in achieving energy reductions on each campus and facility for a collective measureable reduction of 2.5% or more annually. (Taking into consideration that overall energy consumption increases due to new schools and facilities and, additionally, overall recycling will increase for the same reason.)**

Progress

- **Revise the current FISD Energy Conservation Guidelines document and reintroduce it to all faculty and staff.** – George Radtke

Planning occurred this year in the following areas:

- We are reviewing our current FISD Energy Conservation Guidelines. The Energy Management Committee will meet, Fall 2016 to make final revisions

Progress

- Add Energy Savings video to required annual training for faculty and staff. – George Radtke
- *Planning occurred this year in the following areas:*
 - Energy savings video is available now to all faculty and staff as part of the Safe Schools website. Planning in process to make it part of required training.

Progress

- Develop energy saving and recycling curriculum to be shared with students that make it personal and measureable. (This is currently a TEKS in primary grades.) – George Radtke, Doug Zambiasi
- *Planning occurred this year in the following areas:*
 - The energy management website will be operational with reporting of all district energy and recycling data by June 2016. Website information will be shared with students, Fall 2016.

Progress

- Develop an energy management website for better transparency and reporting of energy data, energy conservation guidelines, and recycling data by campus/building. – George Radtke, Doug Zambiasi
- *Planning occurred this year in the following areas:*
 - Energy management website will be operational and include all energy and recycling data by campus, June 2016.

Progress

- Conduct energy audits with in-house staff and outside consultants to seek obvious cutting-edge improvements that can be implemented. Explore opportunities to partner these efforts with energy providers or experts in best practices for energy conservation. Follow up audit reports with energy meetings including key stakeholders to resolve concerns contributing to higher than expected energy consumption. – George Radtke
- *Implementation occurred this year in the following areas:*
 - Energy audits are being conducted. Each FISSD facility will be audited on a two year cycle. Work with consultants and energy providers will be on –going to explore improvement/best practices. The Energy Management Director reviews and corrects issues with higher than expected energy/water use on a regular basis. The Energy Committee is available to review and resolve continuing energy consumption concerns at both the district/campus level.

Progress

- Identify key stakeholders at each campus, facilities department, and within administration to champion the energy management plan. - George Radtke
- *Planning occurred this year in the following areas:*
 - Planning to share FISD Energy Management Plan with key administrators/department heads.

Progress

- Partner with parents and PTAs to increase campus knowledge of saving and recycling strategies. - George Radtke
- *Planning occurred this year in the following areas:*
 - Presentation to PTA planned 2016-17.

Progress

- Communicate conservation and recycling successes through campus news, District communication and media outlets. - George Radtke
- *Implementation occurred this year in the following areas:*
 - Continue to share district/campus conservation and recycling successes in campus news, district communication and media.

Progress

- Develop incentive oriented program for energy conservation based on measurable and established metrics. (Not necessarily monetary incentive.)- George Radtke
- *Planning occurred this year in the following areas:*
 - We are exploring incentive based programs for campus energy conservation. Currently working with Energy Committee to establish metrics.

Progress

- Assign and monitor ongoing responsibilities for all shut-down activities, including those for summer break, Thanksgiving week, winter break and spring break periods. - George Radtke
- *Implementation occurred this year in the following areas:*
 - The Energy Management Director and Crew Leader (HVAC) collaborate to assign and schedule all summer/holiday activities.

Began in Year One

- Action Plan 5.2.2
- Specific Result: **Reduce the long-term cost of school facilities by designing and building high-performance facilities.**

Progress

- Adopt the TX-CHPS Design Standards for all new facility design.- Cecil Cypert
- *Implementation occurred this year in the following areas:*
 - Projects are designed to meet requirements
 - District Enrollment – In Progress
 - Next Step –Board of Trustee Resolution

Progress

- Prepare a complete cost analysis for each new school project including photovoltaic systems for production of solar energy. Include an allowance in the construction contract only if the return on investment (ROI) is determined to be appropriate. Explore available rebates from utility providers and other sources..- Cecil Cypert
- *Implementation occurred this year in the following areas:*
 - Exploring rebates, return on investment, other options
 - Solar City Analysis for Oncor service schools includes indicative pricing, Commercial PPA, Solar PPA for schools, ZS Peak Data Sheet, ZEP Commercial Solutions

Progress

- Prepare bid documents for LED/T5 HO lighting retrofits for parking lots, remaining gymnasiums and indoor athletic facilities that are currently utilizing High Intensity Discharge (HID) Metal Halide fixtures. Explore potential available rebates from utility providers and other sources. -Cecil Cypert and George Radtke
- *Implementation occurred this year in the following areas:*
 - Bid documents prepared for LHS
 - Other retrofits being prepared
 - Liberty HS LED Site Lighting Retrofit Project is complete (see energy analysis)
 - ES, MS, & HS field house retrofits are complete.
 - Proposals have been received from FSG for FHS, CHS, WHS, HHS, & LSHS LED site lighting retrofits. The proposal and energy savings analysis is currently in review.
 - Natatorium Lighting – In Review with design team

Progress

- Implement water-saving strategies such as connecting to the City of Frisco Reclaimed Water System where feasible. Explore options for including rainwater harvesting and capturing condensate drainage for use in drip irrigation. Utilize native landscaping and xeriscaping designs to reduce maintenance and reduce irrigation needs. - Blake Vaughn
- *Implementation occurred this year in the following areas:*
 - Reedy HS & Pearson MS now utilize (opened with) reclaimed water system.
 - Evaluating conversion of older campuses to Netscape.
 - Drought tolerant landscaping added at Heritage HS.
 - Will adjust prepayments for water reuse DOWN to better reflect actual water consumption where applicable.

Progress

- Prepare bid documents for converting centralized hydraulic HVAC systems to geothermal or other viable energy conserving technologies as determined to be appropriate. Explore available rebates from utility providers and other sources. - Blake Vaughn
- *Implementation occurred this year in the following areas:*
 - In progress
 - TD Industries (TCPN) is preparing pricing to replace air-handlers at FHS Phase I to compare with pricing provided by Lee Lewis under Construction Manager At-Risk delivery method.
 - TD Industries (TCPN) is preparing pricing for conventional 4-pipe replacements at Bright ES to compare with actuals to convert to geothermal.

Progress

- Develop a written plan for preventive maintenance and replacement schedules for mechanical and electrical equipment. - Blake Vaughn
- *Planning and implementation occurred this year in the following areas:*
 - Investigating planning software used in Plano ISD as suggested by Stantec.
 - Approached TD Industries for fee structure to provide construction estimates to populate planning software

Progress

- Provide all necessary staff training for lighting controls and other energy consuming building systems and equipment; provide accessibility to training videos on District website. – Richard Wilkinson
- *Training and implementation occurred this year in the following areas:*
 - See 5.2.1

Strategic Plan Year One Update

Whole Child

Strategy: Develop a comprehensive program to meet the needs of the whole child philosophy.

Began in Year One

- Action Plan 6.1.1

- Specific Result: Maximize the effectiveness of health and wellness programs for students

Progress

- Develop an inventory of all practices occurring across the District regarding student health and wellness . – Sheila Gardner
- *Planning, training and implementation occurred this year in the following areas:*
 - Coordinated SHAC member in the adoption of one school to connect with the Whole Child Site Coordinator to facilitate the inventory of all practices.
 - Developed an inventory questionnaire with James Caldwell for the Campus Whole Child Subcommittees.
 - Using the Alliance for a Healthier Generation, Healthy Schools Program – Assessment Guide regarding school health and safety policies and the environment, health education, physical education, physical activity, nutrition services, health promotions for staff and family and community involvement from Elementary PE teachers.
 - Informed PTA Healthy Lifestyle Chairs 9-30-15 of inventory practices taking place on their campus and asked for support and involvement.

Progress

- Evaluate the inventory to determine the best practices for student health and wellness already occurring across the District. – Sheila Gardner
- *Planning, training and implementation occurred this year in the following areas:*
 - During November & January SHAC meetings evaluated inventory practices and shared support ideas.
 - Create a spreadsheet in the spring with existing practices from all campus to share with all campuses to evaluate along with SHAC and healthy lifestyle chairs.

Progress

- Develop and implement a comprehensive plan for student health and wellness based on a systematic analysis of present practices. – Sheila Gardner
- *Planning and training occurred this year in the following areas:*
 - Once the inventory and evaluation is complete, SHAC, parents, students and administrators will begin to develop a comprehensive to advance health and wellness.

Progress

- Research and recommend options not currently used based on identified needs of campuses and the district .– Sheila Gardner
- *Planning and training occurred this year in the following areas:*
 - Research district FitnessGram data when software becomes available from TEA - 2016
 - Assisted campuses with grant writing needs and inventory questions Oct. 12th by providing a ½-day work session.
 - Supporting and assisting PTA and SHAC with creating walking trails.

Progress

- Build greater community involvement by establishing and enhancing public and private partnerships related to health & wellness. – Sheila Gardner
- *Implementation occurred this year in the following areas:*
 - AT&T Sponsor's AHA CPR's in school program
 - Generating Cooper Institute Healthy Zone School Grants with 8 interested schools
 - Implementing Fuel Up to Play 60 at all elementary campuses.
 - Teamed up with Profile by Sanford to support employee wellness
 - Supporting Medical City Children's 21 Day Challenge with elementary schools
 - Providing Jump Rope for Heart and Hoops for opportunities for all school
 - Offered Social Innovation Series with Adventure capital for student entrepreneur opportunities related to health and wellness.
 - Increase health fairs offered on campuses across the district
 - Partnering with First Tee to provide golf equipment and curriculum to all elementary schools

Began in Year One

- Action Plan 6.1.2
- Specific Result: **Develop and implement a comprehensive health and physical education curriculum for K-12.**

Progress

- Inventory and assess present District curriculum practices and resources for health and physical education. – Sheila Gardner
- *Planning, training and implementation occurred this year in the following areas:*
 - Aligned TEKS for ES Health and PE in a vertical chart
 - Added SPARK curriculum to Eduphoria for PE teachers to access and use.

Progress

- Implement the FISD /DANA Center Instructional Coach model. – Sheila Gardner
- *Training occurred this year in the following areas:*
 - Completed training throughout the year

Progress

- Develop assessments for physical education and health education that measure both student content knowledge, as well as student progress in improving personal health. – Sheila Gardner
- *Planning occurred this year in the following areas:*
 - Collecting and analyzing present assessments used at the elementary level.
 - Researching best practice from other districts.

Progress, Planning and Training occurred:

- Revise District curriculum for physical education that is aligned to the TEKS for physical education at all levels – Sheila Gardner
- Revise District curriculum for health education that is aligned to the TEKS for health at all levels – Sheila Gardner
- Implement instructional best practices for physical education and health education. – Sheila Gardner

Progress

- Develop a variety of lessons and resources that are aligned with the District's written physical education and health curricula. – Sheila Gardner
- *Planning and implementation occurred this year in the following areas:*
 - Created a web based location to store PE resources and information to support PE and Health Curriculum.

Began in Year One

- Action Plan 6.1.3
- Specific Result: **Build practices that promote inclusiveness in the education of all students through greater family involvement.**

Progress

- Create campus-based resources to help assimilate new families of all cultures and backgrounds into the campus and community. – Brenda Berry and Larry Lewis
- *Planning, training and implementation occurred this year in the following areas:*
 - Met with parents, parent groups, staff, businesses (City of Frisco, Raytheon, PepsiCo) and faith leaders about experiences, services available to families and issues facing students and families.
 - Student and Parent Empowerment Program (K-12) continued on a monthly basis - parents to learn strategies together to enhance student academic performance and improve family relationships, especially families new to Frisco ISD – plans to go to a vertical team model within a cluster of schools.
 - Campus-based mentoring program continued
 - The Guide Right Program by the Kappa League of Kappa Alpha Psi Fraternity, Incorporated launched. Looking at girls program.
 - Florida A&M University visiting to recruit a diverse group of students to the internationally renowned five-year bachelor's/master's program in the School of Business and Industry.

Progress

- Develop programs and strategies that create a greater understanding and awareness of diversity within the campus and community. – Brenda Berry
- *Planning, training and implementation occurred this year in the following areas:*
 - Met with Professional Learning Department regarding Diversity Training and discussed training models for cultural proficiency with other districts.
 - Presentations made to counselors regarding cultural proficiency and students from the Hindu and Islamic faiths.
 - Summer training to be implemented on embracing cultural diversity and component added to required trainings at beginning of year. Working with Diversity Task Force as well.
 - Educators' guides developed.
 - Worked with the local Temple to provide parent presentation on Steps to Success.

Began in Year One

- Action Plan 6.1.4
- **Specific Result: Develop practices that will maximize the awareness and actions of the campuses and the District in regards to “safe schools.”**

Progress

- Establish and provide training and ongoing support for a “safe schools” coordinator at each campus and at the District level. – James Caldwell
- *Planning, training and implementation occurred this year in the following areas:*
 - Site coordinators established at all campuses – ongoing collaboration and training.
 - Whole Child Committees on all campuses
 - Trained new Olweus Committee members
 - Developing Whole Child Training in conjunction with Professional Learning

Progress

- Create and implement a new District “safe schools” survey for grades 7-12. – James Caldwell
- *Planning, training and implementation occurred this year in the following areas:*
 - Developed our own survey
 - Piloted survey in fall
 - Implemented district-wide in spring

Progress

- **Develop processes at the District and campus levels to analyze data resulting in the facilitation of action plans at the campus and district level. – James Caldwell**
- *Planning, training and implementation occurred this year in the following areas:*
 - Met with site coordinators and assistant principals about reviewing all survey results to best utilize data to create action plans to address results in areas of school climate, healthy relationships, drug prevention, bullying prevention, mental health, discrimination and internet safety.
 - Reviewed and analyzed district trends in Olweus survey and disseminated to campuses.
 - Developed Safe Schools survey trends and overview report and discussed in meetings with directors and APs before sending results.
 - Continue to refine survey design and developed Safe Schools Inventory of Best Practices.

Strategic Plan Year One Update

Communications

**Strategy: Standardize expectations
for scalable internal and external
communications.**

Began in Year One

- Action Plan 7.1.1

- Specific Result: Provide quality and consistency in visual and written messaging in order to create an informed constituency and build loyalty.

Progress

- Streamline District communication practices by utilizing the most effective tools with particular stakeholders.

–Jamie Driskill, Meghan Cone

- *Planning and training occurred this year in the following areas:*

- Update communications best practices document—document includes information all various mediums in Frisco ISD including phone, e-mail, text, social media, etc.
- Continue to develop training for key communicators within campuses and departments.

Progress

- Create an online “one-stop-shop” that is used consistently by all campuses to provide students and parents with classroom information and resources, including standardized choices for teacher websites. – Melissa Fouche
- *Planning occurred this year in the following areas:*
 - Student Portal is implemented as of 15-16 school year.
 - Parent Portal is under development and hoping to pilot during the 16-17 school year.
 - The Learning Hub has become the district standard student online learning management system.

Progress

- Create brand and visual identity guidelines for the District, departments and campuses, including approved logos and colors, to address consistency in presentation and validation of key messages.
 - Chris Moore, Joshua Durham, Donna Zambiasi
- *Planning and implementation occurred this year in the following areas:*
 - Branding Guidelines/ communication-Fall 2015
 - Contemporary heritage colors, fonts, logo usage, templates for district stationery, business cards, note cards, presentation, flyers, brochures, newsletters-In progress
 - E-mail Signature standard-Complete

Progress

- **Develop strategies that eliminate language barriers for students and parents.** – Jamie Driskill and Jane Whitledge
- *Planning, training and implementation occurred this year in the following areas:*
 - Language Line is up and running. All campuses have an account.
 - Procurement has a list of vendor approved interpreters.
 - Will continue to reach out to bilingual community members, such as Asian Chamber, parents, faith leaders and international business leaders.
 - Written translation service options-Sara Kimmich consults on the side and we have a new off site vendor options.

Progress

- **Improve and enhance customer service expectations and best communication practices for employees.** – Jamie Driskill, Meghan Cone and Jane Whitledge
- *Planning occurred this year in the following areas:*
 - Update Standards and evaluating other tools-such as Disney CS standards. Ongoing-Expanding to non-campus departments—transportation, etc.
 - Communications Practices document-Will be updated this year.
 - Project Connect in its second year. Will do a reverse Project Connect in 3rd year and then create an every other year rotation.
 - Redesigned Customer Service poster to provide to schools/departments. Written translation service options-Sara Kimmich consults on the side and we have a new off site vendor option.
 - Newly created “legal issues” training for front office staff-custody, pick up, etc.

Began in Year One

- Action Plan 7.1.2
- Specific Result: Expand the tools available to inform and engage the community.

Progress

- **Develop and implement enhanced video programs and services for all stakeholders.**—Chris Moore, Derrick Jackson, and Meghan Cone
- *Planning and implementation occurred this year in the following areas:*
 - Plan to better implement workflow for project management and request approval for all departments.
 - Weekly communications coverage meetings will determine video needs to enhance messaging.
 - Plans to train departments in video production for their specific needs.

Progress

- Develop program opportunities for students to expand media coverage of campus and District events. – Chris Moore, Derrick Jackson, Meghan Cone and Randy Koonce
- *Planning and implementation occurred this year in the following areas:*
 - Curriculum collaboration-building framework from current courses to possible new courses.
 - Meet with teachers/principals regarding current courses to find ways to leverage student opportunities for assistance.
 - Possible future CTE course-Mimi will assist-reach out to teachers for input and direction.
 - Met with campus reps (yearbook, broadcast, etc.) about using student work for the new sports site.
 - Developing student media guide over summer.

Progress

- Develop publications to distribute to partner organizations, businesses and other groups for informational and marketing purposes.
- – Chris Moore, Meghan Youker, Joshua Durham, Donna Zambiasi, and Jamie Driskill
- *Planning and implementation occurred this year in the following areas:*
 - Prioritize/assess content needs for a district publication- meeting multiple department demand.
 - Developed one major piece of collateral that is multi-use.
 - Communications has met with HR and C&I to discuss idea, as well as created several collateral pieces-both specialized content and general use.

Progress

- Create an ongoing legislative priority document/presence to inform and stimulate greater participation in governmental actions that affect Fisd stakeholders. – Chris Moore, Jamie Driskill, and Meghan Youker
- *Planning and implementation occurred this year in the following areas:*
 - Develop plan for more involvement of hard to reach citizens such as newcomers and non-Fisd parents, seniors – Continued senior bus tours.
 - Ongoing voter registration-American Legion involvement (IFHS)-looking to expand to other schools.
 - Creation of new voter “best practices” at all High Schools has been communicated to all principals.

Strategic Plan Year One Update

Communications

Strategy: Engage stakeholders in meaningful interactions that increase awareness and opportunities for participation

Began in Year One

- Action Plan 7.2.1
- Specific Result: : Develop an official program that allows the business community to engage with FISD campuses and an official FISD Community Partners Recognition and Incentive plan for business and community partners to connect with campuses.

Began in Year One

- Action Plan 7.2.1
- Specific Result: : Develop an official program that allows the business community to engage with FISD campuses and an official FISD Community Partners Recognition and Incentive plan for business and community partners to connect with campuses.

Progress

- Create a live database of current district and campus sponsorships, partnerships and volunteer opportunities. – Chris Moore, Audie Adkins, Jamie Driskill and Brent Reese
- *Planning occurred this year in the following areas:*
 - Creation of web presence that defines each area of interest and allows a submission page, with workflow to the content owners. Implement improvements in all of these areas. Look at vendors-research products. Creating levels of volunteerism/sponsorship.

Progress

- Develop FISD guidelines and platform for matching campus needs with business community. – Chris Moore, Audie Adkins, Jamie Driskill and Brent Reese
- *Planning occurred this year in the following areas:*
 - Work on integrating the database process to meet needs at campus. Distribution of information, updating contacts, etc.
 - Working with Business Solutions to look at vendors that that can accommodate this process.

Progress

- Create a FISD Community Partner Brand with an “official” logo and decal to allow official acknowledgment as a FISD Community Partner.— Chris Moore, Jamie Driskill, Audie Adkins, Allison Miller and Brent Reese
- *Planning and implementation occurred this year in the following areas:*
 - Created a FISD Community Partner Brand with an “official” logo and decal to allow official acknowledgment as a FISD Community Partner—Will be printed in fall.
 - Web presence-develop a process for updates
 - Possible update of slogan 16-17

Progress

- Develop a recognition program of FISD business partners.— Chris Moore, Jamie Driskill, Audie Adkins, Allison Miller and Brent Reese
- *Planning occurred this year in the following areas:*
 - Web presence and decal(above).—Spring/Summer '16
 - News stories feed to partners and FEF web site.

Began in Year One

- Action Plan 7.2.2
- Specific Result: Increase parent engagement and involvement at both the campus and district level, by making families feel welcomed and building connections with other parents who can orient them with Frisco ISD.

Progress

- Gather feedback from new parent stakeholders to measure parent satisfaction with their transition to the school district and determine new parent needs. – Chris Moore, Jamie Driskill and Jane Whitledge
- *Planning and implementation occurred this year in the following areas:*
 - DIT group focused on this action step
 - Implemented a survey to front line staff for areas most common for newcomers
 - Implemented survey specifically to new parents based on common areas identified.

Progress

- **Develop and conduct a New Parent Orientation program.** – Chris Moore, Meghan Cone and Jane Whitledge
- *Planning and implementation occurred this year in the following areas:*
 - Ongoing-Analyzing survey feedback and refining this orientation presentation for new parents. Adding a session specific to kinder parents.
 - Working with other departments to provide resources and represent at meetings.

Progress

- Develop and provide online parent resources explaining FISD programs and opportunities.– Chris Moore, Derrick Jackson, Allison Miller, Meghan Cone and Jamie Driskill
- *Planning and implementation occurred this year in the following areas:*
 - Based on survey results, Communications analyzed website based on needs.
 - Preliminary design for parent education website has been completed and will launch in Spring.

Progress

- Create a Parent Ambassador program through PTA/CIT that gives new parents a peer resource by providing a parent liaison to help new parents get acquainted with Frisco ISD. This would include cultural connections. – Chris Moore, Jamie Driskill Jane Whitledge
- *Planning occurred this year in the following areas:*
 - Formed a parent, principal and communications committee to assess needs.
 - Preliminary meeting with parent group held.
 - Fall pilot at each level being planned.