

District Objective	CULTURE OF EXCELLENCE: Collective Impact		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 1.1	Allen ISD will involve the community in achieving its goals by creating innovative and dynamic partnerships with businesses, higher education, and community organizations to benefit students, educators, and the district.					
	Strategy	Key Indicators				
Strategy 1.1.1	Establish externship opportunities for teachers to experience the relevance of today's work world and to foster business and community relationships	A) Number of teachers engaged in externship opportunities B) Trend in teacher externship engagement over time <i>Department Responsible: Strategic Initiatives and Learner Services</i>				
Strategy 1.1.2	Facilitate community engagement and communication to share information and opportunities (External Facing)	A) Creation and implementation of partnership web-page and engagement process B) List of specific partnership engagements with impact C) Trend of partnership engagements overtime <i>Department Responsible: Communications, Strategic Initiatives, and Learner Services</i>			Celebration of Progress: - During the 2020-2021 School Year, Allen ISD has engaged 204 parents and community members in district level committees. - A new Community Engagement Opportunities web-page was launched in early spring of 2021.	Community Engagement Opportunities web-page: https://www.allenisd.org/Page/60002
Strategy 1.1.3	Develop a resource within the district to coordinate community and business engagement for the benefit of teachers and students (Internal Facing)	A) Creation and implementation of internal facing partnership resource and process B) List of specific partnership engagements with impact C) Trend of partnership engagements over time <i>Department Responsible: Communications, Strategic Initiatives, and Learner Services</i>	Celebration of Progress: - During the 2021-2022 school year, the HEART@WORK initiative began. HEART@WORK partners with community businesses to provide perks and a series of events to show appreciation to Allen ISD employees. This program will continue to expand in the 2022-2023 school year.			
Strategic Target 1.2	Allen ISD will cultivate an inclusive culture of collaboration and among all stakeholders to ensure student success in the classroom and beyond.					
	Strategy	Key Indicators				
Strategy 1.2.1	Obtain input and feedback from current students, recent graduates, and parents on the needs, interests, and experiences of students in the district	A) Survey results B) Implementation of student feedback and input opportunities (e.g. student roundtables, student panels, and student advisory councils) C) Public communication of responsive actions taken <i>Department Responsible: Communications and School Leadership</i>			Celebration of Progress: - Formation of the STEAM Environmental Advisory Committee: This is a new committee that met for the first time on April 8 2021. It includes current students and staff. The purpose is to have conversations and obtain input and feedback on the usage and future plans for the outdoor environmental parts of our facility. - A community climate survey has been developed and will be deployed to parents and staff in May 2021.	
Strategic Target 1.2	Allen ISD will cultivate an inclusive culture of collaboration and among all stakeholders to ensure student success in the classroom and beyond.					
	Strategy	Key Indicators				
Strategy 1.2.2	Create information opportunities for current and prospective parents and students to understand more about the district offerings, expectations, and benefits as they enter and transition through Allen ISD (kindergarten, middle school, etc.)	A) Parent and student transition events for 6th to 7th, 8th to 9th, and 9th to 10th. B) Web-page containing resources (including videos with an emphasis on student and parent voice and perspective) <i>Department Responsible: Communications, School Leadership, and Learner Services</i>				
Strategy 1.2.3	Sponsor an additional middle school information program for all upper elementary parents (prior to registration)	A) Middle school parent transition program development B) Middle school parent transition program participation C) Middle school parent transition program feedback <i>Department Responsible: Communications, School Leadership, and Learner Services</i>				
Strategy 1.2.4	Educate Allen ISD staff and community on school funding and finances in relation to short and long-term district goals	A) Development of communication plan B) Stakeholder feedback on funding and finance communication plan <i>Department Responsible: Communications and Finance</i>			Celebration of Progress: - Formation and Engagement of the Project Kids Citizens' Bond Advisory Committee - Voter approval for \$189.3 million in capital improvements, safety and security campus upgrades, technology, infrastructure, and transportation - Successful Bond Election - Successful Attendance Credit Election	- Engaged 80 member Project Kids Citizens' Bond Advisory Committee - Successfully passed 96.5 % of the requested Bond 2020 funding - Voter approval for \$189.3 million in capital improvements, safety and security campus upgrades, technology, infrastructure, and transportation - Voter approval for \$25 million in student and staff technology in the form of computers and printers - We facilitated approximately 40 2020 Bond presentations and 30 Attendance Credit Election Community Presentations - Successfully passed Attendance Credit Election with 88% of vote
Strategic Target 1.3	Allen ISD will value diversity and actively promote inclusion and equity.					
	Strategy	Key Indicators				
Strategy 1.3.1	Support an inclusive and equitable climate that respects and embraces diverse voices and perspectives	A) Inclusive actions and practices B) Stakeholder feedback <i>Department Responsible: Communications and Strategic Initiatives</i>	Celebration of Progress: - SpEd: Provided PL for district administrators relating to district programming options for students with disabilities, focusing on LRE and appropriate interventions to provide students with FAPE.			

Strategy 1.3.2	Find more effective ways to engage with parents who are less connected to the system, either because of language, cultural, socioeconomic, or technological barriers	A) Development of a parent engagement plan B) Implementation of parent engagement plan components C) Parent engagement metrics Department Responsible: Communications, School Leadership, and Learner Services	Celebration of Progress: - A component of our Allen ISD Early Childhood Family Engagement Plan is to equip families with tools to enhance and extend learning. We regularly engage our parents in their student's academic journey by inviting them to join us on campuses for performances, providing them with take-home kits for learning during school breaks and by providing access to educational opportunities during summer break in order to maintain the high standard of academic engagement and rigor. - Allen ISD also seeks to engage with our families of emergent bilingual students. In March, the District partnered with Region 10 for a community fair event on parent, family and community engagement. - Allen ISD provides families of emergent bilingual students with a newsletter containing information and resources to support students in acquiring English proficiency and high levels of academic achievement. Helpful websites for at home learning opportunities are included that are translated in 25 different languages.	Parent engagement activities occurring on our title campuses PK Family Engagement Plan		
Strategy 1.3.3	Development and implementation of a strategic inclusion & diversity action plan	A) Initiation of plan development with District Diversity Committee B) Development of vision, objectives, and strategies C) Public communication of plan D) Achievement of plan goals Department Responsible: Communications and Strategic Initiatives	Celebration of Progress: - Inclusion and Diversity Action Team comprised of 58 stakeholders including students, staff, and parents met quarterly. - Areas of focus gave updates to committee and collected feedback on strategy progress	The Inclusion and Diversity Action Team monitored progress of strategies in five key areas: Culture and Values, Professional Learning, Student Learning, Recruitment & Retention, and Communication & Community Engagement.	Celebration of Progress: - Formation of the Inclusion and Diversity Action Team comprised of 51 stakeholders including students, staff, and parents. - Development of a Strategic Inclusion and Diversity Action Plan.	The Inclusion and Diversity Action Team developed strategies in five key areas: Culture and Values, Professional Learning, Student Learning, Recruitment & Retention, and Communication & Community Engagement. As part of this work, the following collective commitment was developed: <i>Allen ISD commits to equity and inclusivity, advocating for and celebrating diversity, and preparing students, staff, and stakeholders for a global society.</i>
District Objective	CULTURE OF EXCELLENCE: High Expectations		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 2.1	Allen ISD will recruit and retain high-quality, diverse staff who embrace our culture of building positive relationships, communicating effectively, and demonstrating an in-depth knowledge related to their position.					
	Strategy	Key Indicators				
Strategy 2.1.1	Develop employee profiles and utilize the profiles to refine the interviewing and hiring process	A) Development of clear employee profiles B) Utilization of profiles and look fors in the interview process C) Evaluate employee profile correlation with increased retention rates Department Responsible: Employee Services	Celebration of Progress: - The Employee Profile Development Committee consisting of 40 Allen ISD staff members developed traits and descriptors for an Educator Profile - From these traits and descriptors, an Educator Profile graphic was created	AISD Educator Profile graphic was created. This profile will be the district template for future auxillary and leadership profiles.	Celebration of Progress: - An Employee Profile Development Committee consisting of 40 Allen ISD staff members has been formed and is engaged in profile development.	
Strategy 2.1.2	Provide opportunities for individual professional development that allow for personal choice and professional growth to meet the unique needs of each staff member	A) Survey staff on professional growth needs B) Alignment of professional learning with district goals C) Opportunities for personal choice in professional learning D) Evaluation of professional learning impact on campuses and classrooms (walk through data, student assessment data, etc.) Department Responsible: Learner Services	Celebration of Progress: - Summer 2022 Professional Learning is organized in six categories matching Allen ISD's best practices and by topic/content based professional learning flight paths. - SPED: Increased number of self-paced learning opportunities for educator access throughout the school year and summer.	54,213 Professional Learning credit hours earned by Allen ISD staff (August 2021 - April 2021) Alignment of professional learning with Best Practices	Celebration of Progress: - During the summer and fall of school year 2020-2021, Allen ISD instructional staff designed and facilitated professional learning opportunities on key topics to support educator readiness for the increased utilization of digital platforms. - The inaugural STEAM Summer Symposium, has been scheduled for July 15, 2021. The conference will provide personal choice on professional growth sessions they attend. Presenters and attendees will be from Allen ISD, Lewisville ISD and Gunter ISD.	17,480 Professional Learning Hours Earned by Teachers (June - December 2020) Launching of the Instructional Technology Hub (internal facing website) to support professional learning in the area of digital technology
Strategy 2.1.3	Cultivate an environment that promotes a healthy work-life balance for staff members and provides social-emotional support through strategies that build positive relationships and provide intentional time related to job responsibilities	A) Employee survey results B) Employee support opportunities C) Employee engagement in employee support opportunities D) Recruitment and retention rates E) Employee exit survey results Department Responsible: Employee Services	Celebration of Progress: - The District was awarded \$114,000 through the TCLAS: Grow Your Own Grant to support current employees pursuing a bachelor's degree in education and/or teacher certification. - The District created an employee referral program that pays current employees up to \$500 for referring a qualified applicant that is hired as an Allen ISD employee. - SPED: Created a new teacher cohort for teachers new to position or new to AISD, with regularly scheduled sessions to offer just in time support on topics related to compliance, curriculum and instruction.			
Strategic Target 2.2	Allen ISD will cultivate a culture of high standards for curriculum and instruction through a focus on quality, collaboration, flexibility, and relevancy.					
	Strategy	Key Indicators				
Strategy 2.2.1	Provide instructional staff with specific, intentional opportunities for collaboration	A) Time built into master schedules for regular teacher collaboration B) Amount of structured time created for job alike collaboration and cross campus collaboration (campus PD, district PD, twitter chats, virtual meetings, etc.) C) Products of teacher collaboration (common formative assessments, data analyses, evidence of student learning, etc.) Department Responsible: School Leadership and Learner Services				

Strategy 2.2.2	Consistently implement curriculum through an on-going teacher driven process that utilizes student data for improvement and is grounded in research-based best practices	A) Teacher feedback regarding the curriculum and its implementation B) Evidence of student learning and growth C) Development of curriculum cadre member profile D) Processes/structures for staff to contribute/serve as cadre members Department Responsible: Learner Services	Celebration of Progress: - Guidance was created to articulate the purpose of the curriculum cadre, qualifications (profile) that should be considered when selecting cadre members, and responsibilities of curriculum cadre members. - Most content areas have a method to provide feedback on curriculum revisions to support effective implementation.		Celebration of Progress: - Structures exist for teachers to provide feedback regarding the curriculum and its implementation. - A written artifact has been created to provide guidance on the profile of a curriculum cadre member. This guidance includes the purpose of a curriculum cadre, the selection process, and the responsibilities of curriculum cadre members.	
Strategy 2.2.3	Ensure classroom instruction utilizes research-based best practices and that teachers have the training and resources to implement best practices in instruction	A) Clarification and communication of expectations regarding best practices in Allen ISD B) Establish processes to ensure current research on best practices is utilized for planning and development C) Evidence of implementation of research-based best practices D) Alignment of professional learning opportunities with research-based best practices Department Responsible: Learner Services	Celebration of Progress: - To support classroom instruction that utilizes research-based best practices, the Learner Services team prioritized six best practices. A best practices framework and video were developed to provide consistency in focus and communication around these best practices. - This year, the District transitioned to using PowerSchool as the new professional learning management system. Professional learning sessions are correlated to these six best practices through dynamic searches in PowerSchool in order to support alignment of identified needs, educator learning interests, and course content. - Through Impact Teams, campus and district leaders have worked collaboratively to design rubrics that articulate levels of implementation of several best practices. During the 2021-2022 school year, leaders are participating in Evidence Walks to deepen the collective understanding of the identified high impact areas.	Allen ISD Best Practices Framework and Video Development of Rubrics on some of the Best Practices Professional Learning aligned to Best Practices	Celebration of Progress: - A framework for Allen ISD's best practices in instruction has been developed. It is currently in the refinement process and a final version is expected to be available at the beginning of the 2021-2022 school year. - The district is currently transitioning to a new professional learning management system to offer a more efficient interface that supports professional learning needs and improves the process of providing district professional learning for educators. This new system launches in April 2021 as the district releases its summer 2021 professional learning course offerings. - Professional learning course content that aligns with the best practices as defined in the new framework will be noted in the new professional learning system as a "tag." This will support alignment of course offerings with best practices in instruction.	
District Objective	CULTURE OF EXCELLENCE: Telling Our Story		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 3.1	Allen ISD will deliver a clear message by providing current and relevant information to its internal and external publics.					
	Strategy	Key Indicators				
Strategy 3.1.1	Conduct a website user survey to determine priorities and relevance	A) Increase user satisfaction of Allen ISD website (evidenced through annual website survey) Department Responsible: Communications				
Strategy 3.1.2	Establish a formal process to monitor social media traffic on Allen ISD and non-AISD sites, and respond as needed	A) Social media growth metrics B) Running log of social media message responses C) Monthly response benchmark data Department Responsible: Communications				
Strategy 3.1.3	Use internal communications to inform employees and share consistent messages	A) Internal communication survey B) Year to year trend in percentage of employees who feel they receive effective and appropriate communication Department Responsible: Communications	Celebration of Progress: - The Communications Department informally surveyed teachers from the Communications Council to assess internal communication effectiveness. Additionally, Communications works closely with the Employee Services department to assist with content for The Loop, the internal communications newsletter.			
Strategy 3.1.4	Develop a communication plan that transcends state and national mandates and reflects the expectations of the Allen ISD community	A) Development of communication plan B) Feedback from stakeholders participating in plan development Department Responsible: Communications				
Strategic Target 3.2	Allen ISD will cultivate a culture of excellence by promoting stories of student, staff and volunteer success.					
	Strategy	Key Indicators				
Strategy 3.2.1	Conduct focus groups of parents, staff and students to define the Allen ISD story	A) Implementation of focus groups B) Feedback from focus groups Department Responsible: Communications	Celebration of Progress: - The Communications department conducted approximately 40 in-depth qualitative interviews with parents, staff, students and members of the community to define the Allen ISD story. The department is currently analyzing the thematic evidence to develop a positioning statement for the district which will lead to an overall marketing and branding strategy and plan.			
Strategy 3.2.2	Create a campaign to promote our successes and tell our story	A) Campaign development B) Implementation of campaign components Department Responsible: Communications	Celebration of Progress: - AISD's monthly staff recognition program continues to align with our 3 District Goals. - In March of 2022, the Communications Team launched a new social media campaign titled "Future Ready Friday." This campaign highlighted AHS senior students and showcased the skills developed during their time in Allen ISD and how that prepared them to be future ready. The campaign also shared their future plans in college, career or military. This campaign directly ties into the district's goal of "Future Ready Skills." This campaign is one many planned communication efforts to tell our story.	Over 300 staff members have been recognized during monthly employee recognition.	Celebration of Progress: - AISD's monthly staff recognition program has been revised to align with our 3 District Goals.	211 staff members have been recognized between August and April increasing our recognition impact by 468%. Link to an example of our monthly employee recognition.

Strategy 3.2.3	Celebrate success stories of Allen ISD alumni	<p>A) Community survey B) Number following campaign launch C) Social media feedback and data on campaign components D) Metrics from multimedia campaigns, including podcast, video series and social media testimonial Department Responsible: Communications</p>	<p>Celebration of Progress: - In the Fall of 2020, Allen ISD alumni were featured in a Veterans Day video. In the Fall of 2021, an entire alumni feature was incorporated into SOAR Magazine to highlight AISD alumni and their accomplishments. A Google Form was also created and published as a standing item in the district's monthly newsletter to collect alumni stories. The Communications Team created a special video to highlight an alum who was stationed overseas and surprised her mother (a Kerr staff member) on campus. The Communications Team also published two stories in SOAR Magazine to feature AISD staff members who are also AISD alumni (Kirk Evans and Kelly Thompson).</p>	<p>Celebration of Progress: - The AISD Alumni Front Line Worker Profile Campaign was launched on AISD social media channels.</p>	197 Allen High School graduates were featured in the alumni highlight social media campaign. There were an average of 9,000 impressions per post with the highest impression on a post at over 13,000.	
District Objective	FUTURE READY SKILLS: Life and Workforce Ready		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 4.1	Allen ISD will provide educational, collaborative, and technological opportunities for students to develop readily employable skills in a competitive environment.					
	Strategy	Key Indicators				
Strategy 4.1.1	Provide certification opportunities towards acquiring future ready job skills	<p>A) Number of students earning industry-based certifications B) Number of industry-based certifications offered C) Career readiness indicator data (CCMR accountability) Department Responsible: Learner Services</p>	<p>Celebration of Progress: - Industry Based Certification data reflected gains from 5.2% for class of 2019, to 7.9% for class of 2020 to 12.9% for class of 2021.</p>	The Allen ISD CTE Department has allocated resources to maximize the number of industry-based certifications offered and earned by students. Each advanced CTE course is aligned with a TEA-approved industry-based certification. The district previously offered 26 certifications and has implemented additional certifications in the Architecture and Construction Program of study and Google Analytics at LFC. Growth in Special Education for all CCMR indicators. There are currently 178 passed certifications in the 2021-2022 School year.	<p>Celebration of Progress: - College, career, and military readiness data has reflected gains.</p>	<p>Industry-Based Certifications: The percent of students who earn an industry-based certification from the TEA's approved list increased from 4.1% to 5.2%. This progress measure, which is aligned to the district's CCMR goal, is to increase to 6% by August 2024. CCMR Goal Progress: The percent of graduates that meet the criteria for College, Career, and Military Readiness increased from 78.4% to 81.9%. This evidences significant progress towards the district's CCMR goal of 83% of students meeting CCMR by August 2024. Link to the Annual CCMR Update Presentation</p>
Strategy 4.1.2	Establish relationships with various industries to facilitate career development paths	<p>A) Number of students completing internships B) Number of students enrolled in career preparation C) Number of students completing a career pathway Department Responsible: Learner Services and Strategic Initiatives</p>	<p>Celebration of Progress: - Special Services Department: The Work-Based Learning (WBL) Program is designed to allow students with special needs to develop marketable skills, gain self-confidence and independence, learn about various work environments, increase students' abilities to obtain and maintain employment in the future. Partnership and Support advancement: Allen ISD, Texas Workforce Solutions (TWC), and LifePath Systems (MHMR of Collin County) currently work together with twelve industry opportunities to grow these efforts. - Dual Credit enrollment in the CTE workforce programs have more than doubled. Many of these programs lead directly into a high demand, high wage industry.</p>	Allen ISD continues to foster a relationship with Collin College to increase the number of students participating in the workforce program at the Collin Technical Campus. Throughout the 2021-2022 school year, leadership worked on strategic marketing to students and families to increase enrollment in the workforce program. Over 800 students tour the Collin Technical Campus and staff from Collin College presented to classes at AHS. Allen ISD established an internship opportunity for business and finance students with the Credit Union of Texas by creating a student-operated branch. Initial conversations with Southwest Airlines have begun to explore the possibility of offering aviation internship opportunities for students for the 2023-2024 school year. AHS offers Work Based Learning with industry partners in Education and Training, Law and Public Service, Health Science, Hotel Management and Veterinary Science.	<p>Celebration of Progress: - Through a partnership with the Credit Union of Texas (CUTX), the CUTX SMART Branch at Allen High School was opened during the Spring 2021 semester. This is a first-of-its-kind financial literacy opportunity for our high school students. - Through a partnership between Boeing and the STEAM Center, 15 AHS students will be selected to participate in Boeing's National Signing Day event. Allen ISD and Plano ISD are the only North Texas school districts participating due to this partnership. Students will get the opportunity to interact with high ranking Boeing executives during the event. Additionally, the 15 AHS students will receive a Boeing mentor for 1 year.</p>	
Strategy 4.1.3	Provide avenues to leverage emerging technologies towards advancing outcomes for employability	<p>A) Trend in student digital literacy opportunities B) Trend in implementation of emerging technologies Department Responsible: Learner Services and Strategic Initiatives</p>	<p>Celebration of Progress: - Starting Esports/Evolving and Emerging Technology course. Esports is an emerging technology that will provide an avenue for students for employability, particularly by acquiring computer programming skills.</p>	Middle schools began offering Social Media Marketing and Professional Communication courses during the 2020-2021 school year to help teach digital literacy and emerging technologies productively. Law and Public Service Program of Study now includes a Telecommunications Dispatch Simulator within AHS that exposes students to industry standard, and prepares students for the Emergency Telecommunicator certification.		
Strategic Target 4.2	Allen ISD will ensure that students are college ready upon graduation, possessing the knowledge and skills needed to be successful at a higher education institution.					
	Strategy	Key Indicators				
Strategy 4.2.1	Establish non-academic (future ready skills) and academic standards of rigor for each subject area to build a strong foundational knowledge for all students	<p>A) Increase the average score for post-secondary, college, and career readiness exams B) Establish and define Allen ISD Future Ready Skills C) Creation of rubrics to provide feedback on future ready skill development Department Responsible: Learner Services and Strategic Initiatives</p>	<p>Celebration of Progress: - Allen High School Business students have implemented a 6 part modular Financial Literacy program that is held in-person located in the Financial Literacy Center or virtually via Canvas. As of March 2022, students have successfully completed over 4,700 modules.</p>	Future Ready Skills have been defined and are part of the district's goals. SAT administration is now offered for all juniors at Allen High School at no cost to families. Any third year students who are not classified as juniors participated in TSIA. The district is developing a K-12 College Career and Military Readiness (CCMR) Plan to include specific actions at each grade level.	<p>Celebration of Progress: - SAT and ACT data has reflected gains.</p>	SAT/ACT Results At/Above Criterion: Increased from 75.1% to 76.4% Average SAT Score: Increased from 1202 to 1211 Average ACT Score: Increased from 25.1 to 25.5
Strategy 4.2.2	Provide opportunities for students to learn, apply, and connect problem solving and critical thinking skills within their academic and personal experiences	<p>A) Incorporation of problem solving and critical thinking opportunities into the district curriculum B) Student learning products Department Responsible: Learner Services</p>	<p>Celebration of Progress: - Collaboration and plans are underway for a new student opportunity that will become available during the 2022-2023 school year. The Allen ISD Technology Department and the Computer Technician Practicum class will partner to create a student-run help desk.</p>	The Practicum level CTE courses include a real-world experiences for students whether they are on AHS campus or within industry. As far as curriculum is concerned, Computer Science and Robotics programs continue to increase in enrollment, which are two programs where curriculum is heavily focused on problem solving.		
Strategy 4.2.3	Implement a K-12 comprehensive program that provides a platform for students to engage in college and career exploration while creating a graduation and post-graduation plan	<p>A) College enrollment trends B) College/university degree completion data C) Increased K-8 college and career engagement opportunities D) Establishment of a parent/student academy for college & career readiness E) Development and implementation of alumni survey Department Responsible: Learner Services and Strategic Initiatives</p>	<p>Celebration of Progress: - Allen ISD recently reviewed our college and career readiness resource for students and families. Xello was identified as the best option for our stakeholders as it offers robust resources and learning experiences for K-12. A taskforce has been created to develop goals for College, Career and Military Readiness for each grade level as well as a roll out plan for implementation for students, staff and stakeholders.</p>	Allen ISD is actively engaging with a CCMR Visioning Committee to establish a comprehensive K-12 CCMR plan. Furthermore, Allen ISD will begin using Xello, a college and career readiness platform, which will assist in increasing college and career readiness student and family engagement at the elementary level. Also, the CTE district webpage has been revised to include CTE resources on courses and Programs of Study offered.	<p>Celebration of Progress: - New digital brochures highlighting our CTE clusters and pathways have been created and published. - The STEAM Career Exploration Website was developed and published by our student STEAM Ambassadors.</p>	<p>CTE Career Cluster Digital Brochures STEAM Career Exploration Web-Site</p>
District Objective	FUTURE READY SKILLS: Challenging, Creative, and Collaborative Learning Opportunities		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 5.1	Allen ISD will provide an environment that promotes a collaborative culture in order to optimize learning and provide engaging experiences that meet the unique needs of all learners.					
	Strategy	Key Indicators				

Strategy 5.1.1	Create and maximize flexible learning spaces that optimize the teacher's ability to accommodate a variety of learning styles	A) Development and implementation of professional learning to support maximization of flexible learning spaces B) Professional learning feedback C) Data on utilization of collaborative learning spaces Department Responsible: Operations and Learner Services			Celebration of Progress: - Planning and preparation for the Boon Elementary School and AHS G Hall renovations are well underway.	The renovation at Boon Elementary will impact approximately 14,500 students over 20 years. The renovation is also projected to result in approximately 30% savings on electricity.
Strategy 5.1.2	Develop interactive, hands-on, authentic learning experiences	A) Integration of interactive, hands-on, authentic learning experiences into the district curriculum documents B) Professional learning C) Feedback on professional learning D) Data on implementation of interactive, hands-on, authentic learning opportunities Department Responsible: Learner Services	Celebration of Progress: In the 2021 Fall Semester, all secondary teachers participated in professional learning focused on building a collaborate classroom culture that engages and supports students in active learning thorough cooperative learning structures. On-going and job-embedded professional learning and support on these cooperative learning structures continued throughout the school year. Teachers are utilizing strategies to increase student engagement. To promote deeper learning in these engagement strategies, all secondary teachers will participate in additional training in August 2022.		Celebration of Progress: - Hands-on, interactive learning was increased through STEAM in a Box Learning Experiences. - The inaugural STEAM 5th Grade Camp, STEAM City, has been a success.	1,623 5th graders have engaged in AISD's new STEAM City experience. Link to information on STEAM experiences.
Strategy 5.1.3	Provide equitable access to technological resources that allow students to connect and create	A) Develop of a system that supports and monitors student accessibility to a variety of technology resources B) Technology access and utilization metrics Department Responsible: Strategic Initiatives				
Strategy 5.1.4	Provide students with choice in order to boost engagement and motivation and allow them to utilize their strengths to focus on areas of growth and learning	A) Evidence of student choice opportunities in district curriculum resources B) Professional learning on instructional practices that support student voice and choice C) Student feedback Department Responsible: Learner Services			Celebration of Progress: - The STEAM Ambassadors initiated developing and implementing support for 5th-9th grade students learning virtually and struggling. They implemented a districtwide virtual tutoring program for these students. STEAM Ambassadors worked with classroom teachers to learn best pedagogical strategies for working with students. Parents/students are provided STEAM Ambassador profile pages to select a tutoring session from an ambassador that best matches their needs.	Approximately 450 virtual tutoring sessions have occurred to date since September. STEAM Ambassador tutoring information.
Strategic Target 5.2	Students in Allen ISD will engage in the process of experiential learning, characterized by firsthand experiences and guided reflection on the learning.					
	Strategy	Key Indicators				
Strategy 5.2.1	Creation of experiential learning opportunity profile	A) Publishing of experiential learning profile B) Evidence of experiential learning in professional learning and curriculum resources C) Student learning artifacts Department Responsible: Learner Services				
Strategy 5.2.2	Develop and maintain an online district-wide database that allows staff to exchange ideas regarding experiential learning, organized by learning levels and subjects	A) Development of database B) Utilization of database C) Inclusion of a wide variety of age appropriate experiential learning resources and ideas (e.g. study trips, lab days, internships, shadow days, virtual learning experiences, and enrichment programs) Department Responsible: Learner Services and Strategic Initiatives				
Strategy 5.2.3	Establish business and industry partnerships to enhance experiential learning experiences	A) Trend in number of business and industry partnerships B) Artifacts of student learning Department Responsible: Learner Services and Strategic Initiatives			Celebration of Progress: - We were recently awarded a \$10,000 MICRON Grant towards Project MAE (Modern Analytical Engine) at the STEAM Center.	
District Objective	FUTURE READY SKILLS: Leverage Technology		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 6.1	Create a technology-rich environment that supports creativity, innovation, and risk taking to enhance student learning.					
	Strategy	Key Indicators				
Strategy 6.1.1	Update technology to enable future forms of student learning (formal cycle for review and replacement)	A) Comprehensive technology plan including cycle of review and replacement B) Technology inventory C) Upgrade and replacement schedules D) Annual technology budgets Department Responsible: Strategic Initiatives			Celebration of Progress: - We have launched an Instructional Staff Mobile Device Program. This program will provide a mobile technology device to each teacher and staff member in a professional instructional support role. - A comprehensive technology assessment has been initiated.	We are moving from 25 % of instructional staff having a mobile device to 100 %. 111 staff members have participated in focus groups for our comprehensive technology assessment. 100 % of staff will have the opportunity to provide input and feedback via the technology assessment survey.
Strategy 6.1.2	Address adequate bandwidth and a supportive infrastructure to provide consistent access to online resources for teaching and learning	A) Wi-Fi access and internet connectivity (seamless and consistent levels including bandwidth efficiency) B) Safety, security, and data privacy metrics Department Responsible: Strategic Initiatives	Celebration of Progress: - The district is currently in the process of upgrading its WiFi infrastructure at specific campuses in order to bring them up to standard and is also bidding a multi-year network infrastructure project to upgrade all the campuses connectivity with the latest multi-gigabit (mGIG) technology.	Switches and WiFi Access Points purchased for 6 specific campuses requiring upgrades. RFP for the district-wide multi-gigabit technology currently open. RFP for the cabling portion of the multi-gigabit technology project completed at this time. Additionally, the district continues to move forward with the installation of the ring WAN/LAN network project.	Celebration of Progress: - We have received voter approval of bond funds for Phase 3 of the Region 10 Fiber WAN Network Infrastructure.	

Strategy 6.1.3	Continue to evaluate the effectiveness and necessity to bring new technology to the classroom	A) Evaluation of technology usage and effectiveness B) Technology training and support data Department Responsible: Learner Services and Strategic Initiatives	Celebration of Progress: - Allen ISD will implement a specific district-wide technology survey to request input from students, staff and parents on the use of technologies for learning.	The district plans to launch the new survey instrument in the month of April, 2022.	Celebration of Progress: - We have achieved systemic implementation of Google Classroom, Canvas, and SeeSaw.	701,834 teacher posts in Google Classroom (from August 2020 to March 2021) 35,290 student posts in Google Classroom (from August 2020 to March 2021) 134,086,327 page views in Canvas (from August 2020 to March 2021) 4,951,570 actions taken in Canvas (from August 2020 to March 2021) 1,010,180 new items posted in Seesaw (from August 2020 to March 2021) 27,120 family visits to Seesaw (from August 2020 to March 2021) 1,784,511 Pear Deck moments of engagement (from August 2020 to March 2021) 10,921 Pear Deck SEL engagements (from August 2020 to March 2021) 9,155 Pear Deck critical thinking engagements (from August 2020 to March 2021) 9,700 Edmentum student users (from August 2020 to March 2021) 158,000 Edmentum student logins (from August 2020 to March 2021) 1,196,193 DreamBox lessons completed (from August 2020 to March 2021) 10,645,830 student minutes spent in Dreambox (from August 2020 to March 2021) 13,539 students utilizing Amplify Reading (from August 2020 to March 2021)
Strategic Target 6.2	Allen ISD will develop academic programs and learning opportunities to equip students, district staff, and parents with skills to support the growth of responsible digital citizens.					
	Strategy	Key Indicators				
Strategy 6.2.1	Increase learning opportunities for students and parents regarding digital citizenship and managing personal digital footprints	A) List of learning opportunities for students and parents B) Attendance at learning opportunities C) Participant feedback Department Responsible: Learner Services and Strategic Initiatives	Celebration of Progress: The Empower 1:1 website contains digital citizenship resources for parents and students. Campuses have been provided posters showcasing core digital citizenship topics to create shared vocabulary across the District. A monthly Digital Learning Newsletter highlights a different digital citizenship concept and includes links to resources for families and teachers. Concepts of digital citizenship are beginning to be embedded in core content curriculum across all grade levels.			
Strategy 6.2.2	Provide professional development for district staff on digital citizenship and responsibility	A) List of learning opportunities for staff B) Attendance at learning opportunities C) Participant feedback Department Responsible: Learner Services and Strategic Initiatives	Celebration of Progress: The Empower 1:1 website contains digital citizenship resources for parents and students. Campuses have been provided posters showcasing core digital citizenship topics to create shared vocabulary across the District. Professional learning opportunities have been provided for teachers to deepen their digital citizenship skills and best instructional practices. A monthly Digital Learning Newsletter highlights a different digital citizenship concept and includes links to resources for families and teachers. Concepts of digital citizenship are beginning to be embedded in core content curriculum across all grade levels.			
Strategy 6.2.3	Develop student skills and strategies to evaluate technology resources/information used in learning for credibility	A) Inclusion in curriculum documents B) Artifacts of student learning Department Responsible: Learner Services				
Strategic Target 6.3	Allen ISD will provide an innovative experience with technology to enhance individual learning outcomes.					
	Strategy	Key Indicators				
Strategy 6.3.1	Develop and implement additional teacher training opportunities and support structures for innovative use of technology	A) List of learning opportunities B) Attendance at learning opportunities C) Participant feedback D) Artifacts of student learning Department Responsible: Learner Services and Strategic Initiatives			Celebration of Progress: - In order to support innovative use of technology, an eLearning Task Force has been formed. - An eLearning Hub has been launched to support teachers in innovative use of technology.	40 professional learning courses supporting the innovative use of technology have been provided. 1081 teachers and staff have participated in these courses. The eLearning Hub has been accessed 7767 times from August 2020 to March 2021.
Strategy 6.3.2	Teachers will provide students with voice and choice in selection of technology platforms	A) Robust availability of learning technology platforms B) Student feedback C) Artifacts of student learning Department Responsible: Learner Services and Strategic Initiatives	Celebration of Progress: - Professional learning opportunities have been provided to teachers to strengthen instructional best practices. Additional self-paced professional learning sessions have been provided through a digital learning flight path. Digital Learning Instructional Specialists have partnered with campus Library Media Specialists and Instructional Coaches for intentional collaboration to provide aligned instructional support for teachers across all campuses.			
Strategy 6.3.3	Development of district technology plan	A) District technology plan B) Accomplishment of technology plan goals Department Responsible: Strategic Initiatives	Celebration of Progress: - The Information Technology department is currently working on the development/update of the Allen ISD long term technology plan.	The information technology department began the work on key foundational aspects of the district's technology plan by engaging the entire IT team on the development of the purpose and beliefs that we should hold dear as a team. These important team parameters will be essential to set the stage for the development of a technology plan that is anchored on the team core beliefs.		
District Objective	Empowered Learning: Student Growth		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 7.1	Allen ISD will create systems and structures that support intervention and enrichment opportunities for all students based on assessed needs and interests of students.					
	Strategy	Key Indicators				

Strategy 7.1.1	Create targeted small group and/or individual instruction opportunities	A) Student growth data B) Classroom observation data C) Job-embedded support for small group instruction Department Responsible: Learner Services	Celebration of Progress: - Professional learning has been provided focused on differentiation, small group instruction, resource utilization, and using data to form small groups. Instructional coaches have been equipped with training on the use of the student-centered coaching strategies which support conversations around individual student growth and differentiation through small group instruction. - Utilizing a systematic approach, Allen ISD teachers utilize classroom based and interim assessment data to form and adjust student groups. Student learning within the small groups focuses on specific standards based knowledge and skills to meet the individual needs of all students.	Development of a Rubric on Small Group Instruction reflecting success criteria for effective implementation.		
Strategy 7.1.2	Provide tools and resources through ongoing staff training and professional development	A) List of learning opportunities B) Attendance at learning opportunities C) Participant feedback D) Student growth data Department Responsible: Learner Services	Celebration of Progress: - An Elementary Intervention Task Force is engaged in exploring three main areas related to enhancing systems and processes related to academic intervention. - Professional learning opportunities have been provided related to the Best Practice of Differentiation and Scaffolding, which includes Small Group Instruction. Teacher support includes collaboration and job-embedded coaching for effective implementation. - New resources have been provided that are tightly aligned to specific skills needing to be addressed.			
Strategy 7.1.3	Develop formal and informal assessment methods and strategies to routinely and consistently assess student needs	A) Implementation of growth based formative assessments B) Development of a balanced assessment system C) Implementation of digital tools that support teachers and campus leaders in monitoring student learning progress Department Responsible: Learner Services	Celebration of Progress: - Within a balanced assessment system, Allen ISD utilizes classroom-based methods and interim assessments to assess academic progress and inform instructional planning. These interim assessments empower teachers to personalize student learning and inform campus and district leaders about the academic achievement and growth of students in an effort to collectively focus on continuous improvement. - To compliment utilization of actionable data, the dynamic data dashboard has been created that includes multiple measures of data, extending beyond just the NWEA MAP data set that was accessible on a dashboard in the 2020-2021 school year. This enhanced tool supports leaders in meaningful analysis and relevant application of the data, while allowing for longitudinal comparisons in performance and growth over time. The inclusion of other student profile data sets creates a comprehensive view of students that empowers campuses to respond to the individual needs of learners.		Celebration of Progress: - In addition to classroom-based methods for monitoring student academic progress, the district has redesigned its assessment system. This includes the implementation of a variety of interim assessments to assess academic progress. Most notably, this includes the NWEA MAP Growth Assessment which is a computer adaptive assessment that measures each student's academic growth throughout the year and over time. Additional interim assessment measures include mCLASS for early literacy and the Online Interim Assessments for areas in 8th Grade Social Studies and the EOC assessed courses. These interim assessments will empower teachers to personalize student learning and inform campus and district leaders about the knowledge and growth of our students in an effort to collectively focus on continuous improvement. Furthermore, these interim assessments provide actionable data supporting Senate Bill 1566 and the Board's role in governance for improved student learning. An assessment timeline and monitoring calendar was created to support ongoing conversations. - To compliment utilization of actionable data, a dynamic dashboard for MAP data was internally created. This tool supports leaders in meaningful analysis and relevant application of the data, while allowing for longitudinal comparisons in performance and growth over time.	<u>Over 735 coaching sessions with teachers on formative assessments have taken place.</u> <u>Link to Allen ISD MAP Growth information.</u>
Strategic Target 7.2	Allen ISD will implement holistic digital student portfolios to assess student growth including evaluation of communication and problem solving skills.					
	Strategy	Key Indicators				
Strategy 7.2.1	Identify Allen ISD future ready skills (soft skills)	A) Publishing of Allen ISD future ready skills B) Evidence of support for building future ready skills in the curriculum C) Student learning artifacts Department Responsible: Learner Services and Strategic Initiatives				
Strategy 7.2.2	Develop and implement the ability to track soft skills/future ready skills (communication, leadership, teamwork, conflict management), academic performance (STAAR, SAT, ASVAB, course grades) and community involvement skills (community service, positions held, sports, entrepreneur)	A) Digital portfolio purpose and criteria B) Student reflection rubrics C) Number of students with digital portfolios D) Digital portfolio contents (artifacts of student learning) Department Responsible: Learner Services				
Strategy 7.2.3	Connect digital student portfolio to citizenship, college, career, and military readiness	A) Publishing of Allen ISD future ready skills B) Evidence of support for building future ready skills in the curriculum C) Student learning artifacts D) Post-secondary data Department Responsible: Learner Services				
Strategic Target 7.3	Allen ISD will consistently provide students avenues to reflect on their growth and support ownership of their educational experience.					
	Strategy	Key Indicators				

Strategy 7.3.1	Identify and create tools that allow for reflection on learning and growth	A) Student led conferences B) ePortfolios C) Evidence of support for student reflection in curriculum resources Department Responsible: Learner Services				
Strategy 7.3.2	Determine alternative measurements of student progress in a particular subject; e.g. not just letter grades	A) GPA/rank and grading policy review to determine alignment with risk-taking and growth mindset B) Implementation of systems for providing information on student growth C) Professional development opportunities for AISD staff to learn alternate measurements of student progress Department Responsible: Learner Services	Celebration of Progress: - A subgroup of the Allen ISD Intervention Task Force will reconvene in Spring 2022 to define what alternative measures campuses would like to see in a data portfolio to measure student progress of the whole child. - Training opportunities and instructional coaching conversations are continuing to occur to support meaningful utilization of MAP Growth data and mCLASS data to inform personalized learning. - The EIC (LOCAL) Task Force completed a multi-year analysis of Allen ISD's practices related to grade weights and class rank. The Phase II committee recommendations related to class rank will be implemented beginning with the incoming Grade 9 cohort in 2022-2023 (Class of 2026) and beyond.		Celebration of Progress: - The district has formed a task force to explore the effectiveness of current practices relating to GPA and Class Rank to better promote student course selection around interest and to promote the social and emotional well-being of our students. In November, the committee made the recommendation to change GPA weights on identified courses to align levels of rigor for college and career readiness and to encourage pursuit of career talents and interests. These changes will be implemented with the incoming Grade 9 cohort of students (graduating class of 2025). (Board Presentation in November 2020.) The task force continues to meet to explore the effectiveness of current practices and plans to provide another update in the near future. - The MAP Growth interim assessment provides information to students, teachers, and parents on individual student growth. We will continue to leverage this tool as a multiple measure of data reflecting student learning throughout the year.	CTE course weight changes create a weighted structure that encourages students to complete CTE programs of study, earn industry-based certifications, and achieve career readiness. (We also adjusted ASL and some Dual Credit.)
Strategy 7.3.3	Provide an environment where innovation and risk taking are encouraged for students and staff	A) Student feedback B) Staff feedback C) Culture and climate data Department Responsible: Learner Services, School Leadership, and Strategic Initiatives				
District Objective	EMPOWERED LEARNING: Personalized Learning		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 8.1	Allen ISD will create a culture of personalized learning and ensure equitable opportunities and accessibility for its diverse community of learners.					
	Strategy	Key Indicators				
Strategy 8.1.1	Evaluate and align current district systems for measuring learning progression and credit to ensure all policies allow for flexibility and create equitable personalized learning	A) Evaluation and revision of related guidelines and policies (i.e. methods to earn course credit, grading policies, and graduation pathway options) B) Development of operational definition and vision for personalized learning C) Alignment of professional learning, curriculum, instructional framework, and assessment plan Department Responsible: Learner Services				
Strategy 8.1.2	Design a variety of avenues for personalized learning for students	A) Adopt a personalized learning framework B) Trend in personalized learning opportunities Department Responsible: Learner Services				
Strategic Target 8.2	Allen ISD will provide personalized learning and reflective opportunities which incorporate input and student voice to allow for flexible pacing and demonstration of knowledge based on individual need.					
	Strategy	Key Indicators				
Strategy 8.2.1	Learners will be provided with a variety of opportunities to discover learning strategies which work best for them in an environment that encourages risk-taking and promotes a growth-mindset	A) Evidence in curriculum resources B) Digital portfolio contents (artifacts of student learning) C) Classroom observation data D) Student feedback Department Responsible: Learner Services				
Strategy 8.2.2	Learners will create goals at appropriate levels and reflect on progress toward those goals to apply successful strategies in the future	A) System that monitors student goal setting, progress and reflection B) Student growth data C) Digital portfolio contents (artifacts of student learning) Department Responsible: Learner Services				
Strategy 8.2.3	Create a system of standards-aligned rubrics across K-12 to better facilitate individualized instruction and student goal setting and reflection	A) Published rubrics B) Inclusion of rubrics in district curriculum Department Responsible: Learner Services				
Strategic Target 8.3	Allen ISD will provide personalized learning that targets students, staff, and parents through a continuous flow of communication between stakeholders by sharing knowledge, questions, and feedback in order to ensure that all students achieve optimum success in future ready skills.					
	Strategy	Key Indicators				
Strategy 8.3.1	Design a system to provide stakeholders with educational learning opportunities focused on curriculum, child growth and development, and current compelling issues facing our community	A) Professional learning opportunities B) Feedback on professional learning C) Participation in professional learning D) Development of professional learning networks (PLNs) (i.e., online communities of practice, eLearning, and social media e.g., Twitter feeds, EdCamps, blogging and following bloggers, on-demand videos, etc.) E) Trends in PLN development and participation Department Responsible: School Leadership and Learner Services				

Strategy 8.3.2	Create an environment for individuals to take ownership in their learning based on their learning style or passion	A) Educator access to collaborative tools and digital environments B) Professional development opportunities that require creating, joining, and sustaining professional networks both within and outside of the district C) Flexible policies and practices that encourage and credit the personalization of professional learning for teachers, administrators and other education professionals D) Artifacts of student learning <i>Department Responsible: Learner Services</i>	Celebration of Progress: - Creation of flight paths in professional learning. Increased number of self-paced learning opportunities for educator access throughout the school year and summer.			
District Objective	EMPOWERED LEARNING: Whole Child		April 2022 Year 2 Annual Update	2021-2022 Key Indicator Evidence	April 2021 Year 1 Annual Update	2020-2021 Key Indicator Evidence
Strategic Target 9.1	Allen ISD will continue to provide a safe environment for learning to take place, incorporate opportunities for activities that enhance and encourage physical health, and offer curriculum addressing the importance of exercise, nutrition, and overall physical health.					
	Strategy	Key Indicators				
Strategy 9.1.1	Continue our safe and secure schools program	A) Student, parent, and staff feedback B) Annual review of safe and secure program C) Safety and security training data <i>Department Responsible: Operations</i>	Celebration of Progress: - The district conducts an annual review of the district's safety and security program which is reported through the annual TAPR report. The District all submits the District Audit Report (DAR) to the Texas School Safety Center as required by law. All district employees are required to complete district mandated safety and security training each year.			
Strategy 9.1.2	Seek student feedback about perceived safety levels in specific facilities, and use this data to enhance student safety	A) Student feedback B) Communication of actions taken based on student feedback <i>Department Responsible: Operations</i>	Celebration of Progress: - Safe and Secure Schools plans to conduct a safety and security survey of district stakeholders for the 2022-2023 school year.			
Strategy 9.1.3	Incorporate a variety of physical health programs and course offerings for students to choose from	A) Student participation in health programming B) Student feedback on health programming C) Artifacts of student learning <i>Department Responsible: Strategic Initiatives</i>				
Strategy 9.1.4	Develop systems to provide support to students and families to meet the needs of students both in and beyond the classroom	A) Identify safety nets for students with potential issues such as eating disorders, substance abuse, etc. B) Establish procedures and communication plan to support accessing of safety nets C) Trend in student and families accessing safety nets <i>Department Responsible: School Leadership</i>				
Strategic Target 9.2	Allen ISD will provide mental health education, social support strategies, emotional coping skills, and appropriate peer interaction education to all students EC-12th grade, as well as parent education and community engagement opportunities.					
	Strategy	Key Indicators				
Strategy 9.2.1	Incorporate social-emotional learning standards and practices into the learning environment	A) Adoption and communication of social-emotional learning standards B) Evidence of social-emotional learning standards in district curriculum resources <i>Department Responsible: School Leadership</i>		Celebration of Progress: - Counselors across the district have worked together to develop school-wide strategies and structures that support social emotional learning. - Both in-person and at-home learners receive explicit SEL instruction through Second Steps (PK-8) and School-Connect (9-12). SEL is also integrated into the core academic curriculum (Rhythm, Canvas Courses) on secondary campuses.	Counselors have facilitated at least 3 campus-based group debriefs totaling more than 70 touchpoints with staff across the district. 33 SEL Newsletters were provided to principals for campus distribution. K-8 students have received an average of 45 minutes per week for a total of over 16 hours of explicit SEL instruction since the beginning of the school year. Counselors scheduled 36 virtual parent chats and support groups totaling over 18 hours and impacting over 60 participants.	
Strategy 9.2.2	Instill a culture of social-emotional health within the schools and community	A) Identify and establish data points (attendance, discipline, etc.) to measure the effectiveness of social emotional learning B) Student feedback C) Teacher and parent feedback <i>Department Responsible: School Leadership</i>	Celebration of Progress: - The process of creating a measure of success for the programming is in the process of being created collaboratively with district leaders. Data points are being identified and teacher feedback tools are being created.			
Strategy 9.2.3	Continue targeted parent education and encourage community involvement	A) Parent education opportunities B) Parent attendance C) Parent feedback <i>Department Responsible: School Leadership</i>	Celebration of Progress: - A partnership between the counseling department and the community education department continues to offer Parent University to cover topics relevant to our students and parents.	Celebration of Progress: - A partnership between with the council of PTAs created a parent information night about SEL. While parent attendance was small, the feedback indicated that parents would love to have ongoing parent information regarding specific areas of social emotional learning. - The STEAM Center and Envy Gaming have partnered to create a parent/student virtual community event on the career opportunities provided by esports. This event will occur in May/June 2021.		
Strategic Target 9.3	Alisd will create opportunities for students to learn how to have healthy relationships and provide mentorship opportunities for students by utilizing our Allen community partners, offering family engagement opportunities, and providing peer-to-peer or staff mentors.					
	Strategy	Key Indicators				

Strategy 9.3.1	Provide resources to students and families to promote healthy relationships	<p>A) Students are able to describe healthy relationships B) Students and families are able to identify resources to go to for help in unhealthy relationships C) Data on student and parent accessing of resources Department Responsible: School Leadership</p>				
Strategy 9.3.2	Grow connections by providing opportunities for community involvement through mentorship programs	<p>A) Campus implementation of adult and peer mentorship programs B) Mentor and mentee feedback Department Responsible: School Leadership</p>				
Strategy 9.3.3	Promote collaboration and mentorship between the community and Allen ISD by fostering healthy relationships through events and programs	<p>A) Implementation of targeted parent education to address specific needs of students and parents B) Increased ways for parents and community to access programs C) Program participation and feedback Department Responsible: School Leadership</p>				