Appendix J | Creating a Shared Vision

Components	What It Will Look Like	Actions	Evidence
The staff at Prosper High School will maintain a culture of innovation, collaboration, mutual respect and continual personal and professional development by the provision of a welcoming and equitable campus environment.	The staff and teachers at Prosper High School will: ● Give opportunities throughout the school year and concentrated in the summer months for personalized professional development based on data evidence of teacher need ● Promote an inclusive and tolerant environment that honors the diverse viewpoints of all participants in discussions, meetings and evaluations ● Meet with industry and community leaders to gather perception data in order to provide the most innovative	The staff and teachers at Prosper High School will: ● Collect instructional observation and evaluation data to provide differentiated opportunities for professional development ● Create shared norms within all group settings to ensure that all campus environments are mutually respectful based on the specific diverse needs of the current staff ● Plan advisory meetings and create networking opportunities with industry and community members to use in future data	The staff at Prosper High School will show evidence of completion by: ● Providing at least four professional development sessions (synchronous or asynchronous) per quarter based on the data collected during observation and evaluation ● Creating norms and collecting perception data using a Likert scale of agreement to these norms at least twice a quarter ● Leadership teams will plan, invite, and facilitate a yearly advisory council and create a document of industry and community leaders' contact information

	industry tools for student pathways	collection	for future use in PLC meetings and planning improvement.
The staff at Prosper High School will ensure the consistency of this environment by inclusive decision making practices based on the needs of both students and teachers.	The staff and teachers at Prosper High School will: ● Collect consistent perception data from students, staff, families and community for use in school improvement planning ● Share decision making practices in an open format such as town halls, open meetings or allowing for the digital publication of meeting minutes or live streams	The staff and teachers at Prosper High School will: ● Create focus groups of diverse parents and students to create digital surveys and questionnaires for perception data collection ● Create a format for digital communication access ● Create a method of delivering meeting information digitally ● Create social media accounts to allow community visual access into campus activities	The staff at Prosper High School will show evidence of completion by: ● Meeting with focus groups twice a year (fall and spring) and creating at least four documents to serve as surveys or questionnaires for perception data collection ● Create a website, or portion of the PISD website that allows access to the publication of meeting minutes or live streams with updated information at least once a quarter ● Collect demographic data at enrollment annually to ensure a current address or email address for distributing information to

			families, students and communities ● Updating social media account such as twitter, instagram or facebook at least once a month with calendar information and access into PISD events and classroom celebrations
The staff at Prosper High School will strive to provide variegated support through opportunities for mentoring and instructional coaching, participation in leadership development, and transparent and open communication.	The staff and teachers at Prosper High School will: ● Match each new or struggling teacher with a mentor based on specific targeted data collection ● Provide opportunities for additional instructional coaching ● Provide focus group opportunities for teachers to create needed categories for professional development ● Maintain an open door policy with the	The staff and teachers at Prosper High School will: ● Create a digital form to request support in the form of a mentor or instructional coach, ensuring that preferences are honored to the extent possible ● Create a list of instructional coaches with contact information for requests ● Create a focus group with diverse content teachers and other staff members	The staff at Prosper High School will show evidence of completion by: ● Providing documented evidence of paired mentee and mentors with meeting dates and collecting perception data on mentoring program at least once a quarter ● Staff that serve as instructional coaches will collect observational data and perception data to ensure that

	ability to make an appointment with any staff or administrator through the use of a digital calendar request	(paraprofessionals) ● Annually state the expectation that PHS maintains an open door policy and create an infographic for the procedure to request appointments with specific staff	struggling teachers feel supported and confident in their development ● Perception and observation data will be collected at random at least 3 times a school year to ensure that all members of the PHS staff feel that the opportunity for open and transparent communication is provided consistently