

Appendix J | Creating a Shared Vision

Components	What It Will Look Like	Actions	Evidence
<p>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.</p>	<p>The staff and teachers at Prosper High School will:</p> <ul style="list-style-type: none"> ● 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 	<p>The staff and teachers at Prosper High School will:</p> <ul style="list-style-type: none"> ● 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 	<p>The staff at Prosper High School will show evidence of completion by:</p> <ul style="list-style-type: none"> ● 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.
<p>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.</p>	<p>The staff and teachers at Prosper High School will:</p> <ul style="list-style-type: none"> ● 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 	<p>The staff and teachers at Prosper High School will:</p> <ul style="list-style-type: none"> ● 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 	<p>The staff at Prosper High School will show evidence of completion by:</p> <ul style="list-style-type: none"> ● 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

			<p>families, students and communities</p> <ul style="list-style-type: none"> • 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
<p>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.</p>	<p>The staff and teachers at Prosper High School will:</p> <ul style="list-style-type: none"> • 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 	<p>The staff and teachers at Prosper High School will:</p> <ul style="list-style-type: none"> • 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 	<p>The staff at Prosper High School will show evidence of completion by:</p> <ul style="list-style-type: none"> • 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

	<p>ability to make an appointment with any staff or administrator through the use of a digital calendar request</p>	<p>(paraprofessionals)</p> <ul style="list-style-type: none">• Annually state the expectation that PHS maintains an open door policy and create an infographic for the procedure to request appointments with specific staff	<p>struggling teachers feel supported and confident in their development</p> <ul style="list-style-type: none">• 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
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