

Richardson Independent School District

Aikin Elementary

2023-2024 Campus Improvement Plan



Board Approval Date: October 12, 2023

Mission Statement

Aikin Elementary is committed to ensuring academic success for all by cultivating a welcoming learning environment; celebrating diversity; and establishing robust partnerships between parents, teachers, and the community.

Vision

All learners believe in their power to embrace learning, to excel, and to own their future.

Value Statement

Aikin Eagles believe in practicing a growth mindset, building community, celebrating diversity, and authentic learning.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Aikin Elementary is composed of a diverse student population of 500 PK-6th Grade students. Our student groups comprise 449 students who are Economically Disadvantaged (89.8% of total students), 328 English Learners (65.6% of total students) 43.4% Hispanic, 31.2% African American, Asian 17.4% and 61 Special Education students (12.2% of total students). We have a mobility rate of 22.6%. Aikin Elementary continues to focus on serving our special populations, specifically our English language learners and our students served through special education by building capacity in our instructional staff to provide differentiated instruction to meet the needs of our students. Aikin Elementary values these diverse student groups and the community population which provides us with a richly diverse learning environment.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Prekindergarten Self-Assessment Tool
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Other PreK - 2nd grade assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups

- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data





- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data







- Budgets/entitlements and expenditures data

Goals

Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth







Performance Objective 1: Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.

Strategy 1 Details	Reviews			
Strategy 1: All staff will set goals and develop strategies for goal attainment at their BOY GSPD meeting with appraiser Strategy's Expected Result/Impact: Increased level of goal attainment Staff Responsible for Monitoring: Appraisers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All staff will house evidence of goal attainment in Schoology Portfolio Strategy's Expected Result/Impact: Increased level of professional growth across all staff Staff Responsible for Monitoring: Appraisers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: All students will set their academic growth goals in their AVID Planner and participate in goal setting conversations at BOY, MOY, and EOY Strategy's Expected Result/Impact: Student academic growth Staff Responsible for Monitoring: Teachers ILT TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 2: Ensure all students have a school/home connection (club, extra curricular, activity, an adult at school)

Strategy 1 Details	Reviews			
Strategy 1: Development of Aikin Clubs and Extracurriculars (Sports clubs, Cheerleading, Music Club, Art Club, Choir Club, Book Club, Multimedia club) Strategy's Expected Result/Impact: Increased school/home connection Staff Responsible for Monitoring: Staff/Club Sponsors Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Hold 6 Community Nights throughout the school year, as well as a Growth Goal Camp in January (Title 1 PFE) Strategy's Expected Result/Impact: Increase school/home connections Increase Parent/Family/Community engagement Staff Responsible for Monitoring: All staff TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop campus wide PBIS House system and provide opportunities to engage families in their student's house Strategy's Expected Result/Impact: Increase school/home connections Staff Responsible for Monitoring: All staff TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 3: Address Title I 10 Components based on needs assessment








Strategy 1 Details	Reviews			
Strategy 1: Utilize Title 1 funds based on Needs Assessment to develop robust intervention systems: iTime and After school tutoring Strategy's Expected Result/Impact: Improve assessment performance Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 4: State Comp Ed amounts

Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth



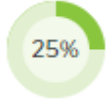




Performance Objective 5: Ensure clear and consistent implementation of discipline management plan

Strategy 1 Details	Reviews			
Strategy 1: New Teacher Academy session as well as all staff PD session focused on development of classroom management systems Strategy's Expected Result/Impact: Clear and consistent implementation of campus discipline management plans Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Hold Grade level Principal meetings to ensure all staff and students understand campus expectations Strategy's Expected Result/Impact: Clear and consistent discipline management system Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Back to school PD session focused on CPI (Crisis Prevention Institute) de-escalation training Strategy's Expected Result/Impact: Clear and consistent discipline management system Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Staff training in MTSS-Behavior support Strategy's Expected Result/Impact: Clear and consistent discipline management system Improve quality of MTSS referrals for behavior Staff Responsible for Monitoring: MTSS Coordinator Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Develop Reset room in which students have opportunity to Reflect-Reset-Release with the goal of reducing exclusionary consequences Strategy's Expected Result/Impact: Clear and consistent discipline management system Proactive approach to behavior Reduce exclusionary consequences for students Staff Responsible for Monitoring: Culture Coach ILT Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Develop and train teacher in Aikin Discipline matrix Strategy's Expected Result/Impact: Clear and consistent discipline management system Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 6: Implement state required bullying prevention requirements consistent with Board policies and procedures. See Appendix A. Develop communication plan to inform parents of incidents.

Strategy 1 Details	Reviews			
Strategy 1: Regular Counselor guidance lessons Staff Responsible for Monitoring: Counselors Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
			N/A	
Strategy 2 Details	Reviews			
Strategy 2: Explicitly teach students 7 SOARING characteristics through PBIS programming (Scholarship, Ownership, Authenticity, Respect, Integrity, Endurance, Generosity) Strategy's Expected Result/Impact: Bullying prevention Staff Responsible for Monitoring: PBIS Team TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Social Emotional Learning (Second Step) built into Master Schedule (First 15 minutes of the day, morning meeting) Strategy's Expected Result/Impact: Bullying prevention Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 7: Ensure educators teach and administratively verify that all Too Good For Drug Lessons are taught

Strategy 1 Details	Reviews			
Strategy 1: Counselors conduct teacher training and ensure Too Good for Drug lessons are taught in October and throughout the year Strategy's Expected Result/Impact: All students complete Too Good for Drugs lesson Staff Responsible for Monitoring: Counselors Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 8: Develop a plan for implementation of internet safety/digital citizenship lessons

Strategy 1 Details	Reviews			
Strategy 1: ILT work with iTeam support to develop plan for implementation of internet safety/digital citizenship lessons TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 9: Monitor student data reports to monitor immunization compliance of the student body

Strategy 1 Details	Reviews			
Strategy 1: Nurse will develop systems to monitor immunization compliance and work with student data specialist to ensure compliance upon enrollment Strategy's Expected Result/Impact: Effective system Staff Responsible for Monitoring: Nurse SDS Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 10: All staff and students will develop growth goals and monitor progress throughout the school year

Strategy 1 Details	Reviews			
Strategy 1: All staff will set BOY goals and have GSPD meeting with appraiser, as well as monitor progress on goal attainment throughout the year Strategy's Expected Result/Impact: Attainment of growth goals Staff Responsible for Monitoring: Appraisers TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students will set BOY goals in AVID planners, track their data, and progress monitor at MOY and EOY Strategy's Expected Result/Impact: Attainment of growth goals Staff Responsible for Monitoring: Teachers and Staff ILT Administrators TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 11: Development of Campus Pathway to Equity plan

Strategy 1 Details	Reviews			
Strategy 1: Principal will assign a campus equity liaison and work with the RISD Equity department to develop Campus Pathway to Equity plan Strategy's Expected Result/Impact: Improve equity practices Staff Responsible for Monitoring: Admin Campus equity liaison TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 12: Campus Emergency Response Team (ERT) will conduct a round table drill in the fall and an all campus AED drill in February to coincide with heart month. This is an effort to be prepared to respond quickly if a cardiac event should occur on campus

Strategy 1 Details	Reviews			
Strategy 1: Nurse will work with ERT to conduct drill and train staff on AED Strategy's Expected Result/Impact: All staff will be competent to support during emergencies Staff Responsible for Monitoring: Nurse Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 13: Create transition strategies and plans for elementary school to junior high school

Strategy 1 Details	Reviews			
Strategy 1: Plan for 5th and 6th graders to view Magnet Webinar recordings during the school day Strategy's Expected Result/Impact: Strengthen Elementary to Middle school transition plan Staff Responsible for Monitoring: Counselor 5th/6th grade teachers Administrators TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: AVID iTime planning to include magnet programs, virtual field trips, and college research Strategy's Expected Result/Impact: Strengthen Elementary to Middle School transition plan Staff Responsible for Monitoring: AVID Coordinator Administrators TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 14: Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY

Strategy 1 Details	Reviews			
Strategy 1: Train teachers and utilize ILT to support testing to ensure 95% of all students are tested Strategy's Expected Result/Impact: 95% of students tested Staff Responsible for Monitoring: Admin Teachers ILT TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth









Performance Objective 15: Increase the percent of students meeting or exceeding individual growth measures by 15% on MAP growth diagnostics from BOY to EOY in Reading and Mathematics

Strategy 1 Details	Reviews			
Strategy 1: Student goal setting conversations Strategy's Expected Result/Impact: Increased percentage of students meeting growth goals Staff Responsible for Monitoring: Teachers and Staff TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth







Performance Objective 16: Address and increase STAAR performance for 3rd grade students in Reading and Math per BOT goals

Strategy 1 Details	Reviews			
Strategy 1: Focus on quality instruction through the RISD empowered learner framework Strategy's Expected Result/Impact: Build capacity in teachers to deliver high quality instruction Staff Responsible for Monitoring: Teachers and Staff Administrators TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Focus on TTESS Domain 2.3: Communication to promote student to student discussion and discourse Strategy's Expected Result/Impact: Increased STAAR performance in 3rd grade Reading and Math Staff Responsible for Monitoring: Administrators TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Students will read, write, listen, and speak in every class, every day Strategy's Expected Result/Impact: Increased STAAR performance in 3rd grade Reading and Math Staff Responsible for Monitoring: Administrators TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement Benchmark and Eureka curriculum with fidelity through teacher training and support Strategy's Expected Result/Impact: Increased STAAR performance in 3rd grade Reading and Math Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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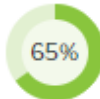




Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 17: Address student groups for Targeted Support or Additional Targeted Support through HB 1416

Strategy 1 Details	Reviews			
Strategy 1: Utilize data to group students for targeted support Strategy's Expected Result/Impact: Students effectively grouped for targeted intervention Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 18: Identify in a timely manner teachers and campus leaders' professional needs, and provide suitable learning opportunities or resources

Strategy 1 Details	Reviews			
Strategy 1: Set goals with 100% of staff at the BOY so that appraisers can identify professional needs and provide suitable learning opportunities Strategy's Expected Result/Impact: Professional Development Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 19: Improve attendance rates

Strategy 1 Details	Reviews			
Strategy 1: Weekly review of A2A attendance platform in Administrator meetings Strategy's Expected Result/Impact: Improve attendance rates Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 20: Identify and progress monitor elementary students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds

Strategy 1 Details	Reviews			
Strategy 1: Monthly MTSS meetings to monitor progress Strategy's Expected Result/Impact: Progress on student goals Staff Responsible for Monitoring: MTSS committee ILT Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
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



Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 21: Identify students in need of accelerated learning and intensive intervention, utilize High Quality Instructional Materials as determined by the district and monitor progress in Branching Minds

Strategy 1 Details	Reviews			
Strategy 1: Implement Amplify Intervention tutoring for K-2 students Strategy's Expected Result/Impact: Strong foundational skills built for K-2 Staff Responsible for Monitoring: ILT Admin TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop strong iTime systems and structures based on BOY assessment Strategy's Expected Result/Impact: Improved performance Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 1: We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

Performance Objective 22: Collaborate with Refugee Department in RISD to develop systems of support for Refugee students







Strategy 1 Details	Reviews			
Strategy 1: Refugee Lunch Bunch with Anila Shah (program specialist) TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
Strategy 2: Refugee Tutoring beginning in the Fall every Thursday to support Refugee student's continued growth TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: We will reimagine the way we recruit and retain quality staff through comprehensive strategies

Performance Objective 1: Provide competitive compensation, incentives and benefits that attract and retain high-quality and diverse teachers and staff.

High Priority

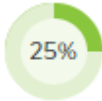





Evaluation Data Sources: Employee retention data, benchmark salary data, documented salary and benefits provided to employees

Strategy 1 Details	Reviews			
Strategy 1: Utilize social media specialist to market job opportunities in an attractive way Strategy's Expected Result/Impact: Improved recruitment systems Staff Responsible for Monitoring: Social Media specialist Admin TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 2: We will reimagine the way we recruit and retain quality staff through comprehensive strategies

Performance Objective 2: Develop and execute innovative plan for employee recruitment.







Evaluation Data Sources: New hire data







Strategy 1 Details	Reviews			
Strategy 1: Social Media specialist develop Aikin marketing plan for recruitment Strategy's Expected Result/Impact: Improve recruitment Staff Responsible for Monitoring: Social Media specialist Admin TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 1: Implement a learning framework that provides all RISD students experiences to develop competencies aligned with the graduate profile.

Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
Strategy 1: Implement PD in August to introduce the Learning Framework to staff Strategy's Expected Result/Impact: Learning Framework Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: PLC calendar will focus on designing lessons with the Learner Growth framework in mind Strategy's Expected Result/Impact: Teachers will begin designing lessons with the LGF Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Campus walk-throughs focus on LGF and instructional feedback targeted in this area Strategy's Expected Result/Impact: Higher quality of instruction in every classroom Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 35%	 60%		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff







Performance Objective 2: Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 3: Ensure all students graduate college and career ready as measured by CCMR indicators.








HB3 Goal

Evaluation Data Sources: Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)

Strategy 1 Details	Reviews			
Strategy 1: AVID Successful Student profile lesson implemented BOY, Focus on college and career readiness through AVID iTime TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 4: Implement the district learning framework to provide all RISD students experiences to develop competencies aligned with the graduate profile

Strategy 1 Details	Reviews			
Strategy 1: Learning framework PD in August, Focus on the 5 phases in PLC during first semester Strategy's Expected Result/Impact: Provide all RISD students experiences to develop competencies aligned with the graduate profile Staff Responsible for Monitoring: Admin ILT TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				








Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 5: Embed high leverage learning strategies into regular classroom instruction

Strategy 1 Details		Reviews			
Strategy 1: Build teacher capacity in AVID, Lead4Ward, and ELLevation Strategies through modeling and professional development Staff Responsible for Monitoring: AVID Site Team Administrators TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					








Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 6: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum

Strategy 1 Details	Reviews			
Strategy 1: Extended Planning schedule built into calendar by unit Strategy's Expected Result/Impact: Fidelity of high quality curriculum Staff Responsible for Monitoring: ILT Administrators TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 7: Lead professional learning that promotes continuous growth and equips all employees and students with the knowledge and skills they need to reach their individual growth goals

Strategy 1 Details	Reviews			
Strategy 1: AVID Summer Institute Strategy's Expected Result/Impact: Build capacity in teachers to deliver high quality instruction Staff Responsible for Monitoring: ILT AVID Site Team Administrators TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				








Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 8: Provide career inspiration, exploration, and discovery in Pre-K - 6th grades (CTE/CCMR alignment)

Strategy 1 Details	Reviews			
Strategy 1: AVID iTime (Every Friday) Staff Responsible for Monitoring: AVID Site Team ILT TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				








Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 9: Implement ESL content-based model in K-6 grades. Utilize Linguistic Acquisition Teachers to support ELLevation strategies and ensure all ESL and content teachers progress, monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs)

Strategy 1 Details	Reviews			
Strategy 1: LAT PD provided August, September in order to shift ESL model from pull-out to push in Strategy's Expected Result/Impact: Implement ESL content-based model Staff Responsible for Monitoring: LAT Admin ILT TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 10: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students

Strategy 1 Details	Reviews			
Strategy 1: Professional development in each of the 5 phases of the Empowered Learner framework through PLC Staff Responsible for Monitoring: ILT TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 11: HQIM Implementation in K-5 Math (Eureka)

Strategy 1 Details	Reviews			
Strategy 1: BOY PD, Ongoing support, PLC focused on Eureka internalizations through the lens of the Learner Growth framework Strategy's Expected Result/Impact: Full HQIM Implementation Staff Responsible for Monitoring: Admin ILT TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 12: Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience

Strategy 1 Details	Reviews			
Strategy 1: Plan ongoing PD connecting Learner Growth framework and AVID systems Strategy's Expected Result/Impact: Higher qualities of instruction Staff Responsible for Monitoring: Admin ILT TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 13: Provide GT and other advanced learners with a continuum of instruction through advanced learning opportunities and extensions

Strategy 1 Details	Reviews			
Strategy 1: ALT teacher train teachers in GT referral process Strategy's Expected Result/Impact: Increased number of students referred Staff Responsible for Monitoring: ALT Admin TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 14: Implement Total School Cluster Grouping to serve all students

Strategy 1 Details	Reviews			
Strategy 1: 23-24 TSCG full implementation. TSCG PD and PLC scheduled in Spring of 24 to plan for 24-25 Strategy's Expected Result/Impact: TSCG Implemented Staff Responsible for Monitoring: ILT Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 15: Plan for at least three days of iTeam support facilitating learning with technology in support of the Learning Framework

Strategy 1 Details	Reviews			
Strategy 1: iTeam support (Christine Liou) scheduled in 3 ECMs throughout the first semester to support Learner Growth framework Strategy's Expected Result/Impact: Tech tools utilized in lesson design to support LGF Staff Responsible for Monitoring: iTeam Admin ILT TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

Performance Objective 16: Implement Summit K-12 for EBs during iTime to practice listening, speaking, reading, and writing







Evaluation Data Sources: Summit Diagnostic
TELPAS

Strategy 1 Details	Reviews			
Strategy 1: Teacher will be trained in Summit K-12 at the BOY and implement during iTime for all EBs Strategy's Expected Result/Impact: Close gaps related to language Staff Responsible for Monitoring: LAT ILT Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div><div></div></div>Continue/Modify</div><div><div><div></div><div></div></div>Discontinue</div></div>				

Goal 4: We will create opportunities to ensure engagement with community members in RISD










Performance Objective 1: Create reciprocal pathways for families to increase and deepen engagement

Evaluation Data Sources: Family Engagement, Volunteer Engagement including Voly data, Community Engagement including increase in partner outreach efforts and programs

Strategy 1 Details	Reviews			
Strategy 1: VOLY opportunities developed monthly Strategy's Expected Result/Impact: Increased opportunities for family engagement Staff Responsible for Monitoring: Admin TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 4: We will create opportunities to ensure engagement with community members in RISD

Performance Objective 2: Improve communication strategies with families and community

Strategy 1 Details	Reviews			
Strategy 1: Development of Social Media specialist position Strategy's Expected Result/Impact: Improved communication methods Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize wide variety of communication methods: Class DOJO, Eagle Times (Parent Newsletter), Social Media, Website, Blackboard messaging Strategy's Expected Result/Impact: Improved communication methods Staff Responsible for Monitoring: Administrators TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action







Performance Objective 1: Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details	Reviews			
Strategy 1: Executive assistant and Principal partnership to review financial practices regularly and develop systems to increase effectiveness Strategy's Expected Result/Impact: Increase financial effectiveness Staff Responsible for Monitoring: Admin Executive Asst TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action

Performance Objective 2: Provide a safe, comfortable, and well-maintained environment at all campuses.

Evaluation Data Sources: Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses

Strategy 1 Details	Reviews			
Strategy 1: PBIS committee and student leaders meet to focus on safe, comfortable, and well-maintained environment Strategy's Expected Result/Impact: Improved learning environment Staff Responsible for Monitoring: Admin Campus beautification PBIS team TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action

Performance Objective 3: Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

Evaluation Data Sources: Expect a 95% or better positive response on the district climate survey. Move from Advanced to Exemplary in the area of Technology Support (Environment) on the BrightBytes Survey.

Strategy 1 Details	Reviews			
Strategy 1: Ensure stakeholders take BrightBytes survey in the spring of 24 Strategy's Expected Result/Impact: Feedback Staff Responsible for Monitoring: Admin ILT ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	N/A	<div><div></div></div> 50%		
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				