

Richardson Independent School District
CMLC
2022-2023 Campus Improvement Plan

Mission Statement

CMLC is committed to providing an instructional environment that encourages appropriate behavior, fosters positive socialization, and facilitates academic excellence.

Vision

Where all students learn, grow, and succeed.

Values

Integrity - Inspiration - Inclusiveness - Innovation

Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration

Table of Contents









Goals	4
Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.	4
Goal 2: We will guarantee that all students will perform at or above grade level.	10
Goal 3: We will recruit, retain, and reward quality personnel.	14
Goal 4: We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.	17
Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.	19
Goal 6: We will ensure that our facilities and infrastructure adapt to support our mission.	21









Goals

Revised/Approved: September 23, 2022

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.













Performance Objective 1: Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences.

Strategy 1 Details	Reviews			
Strategy 1: Continue Implementation of Lead4ward strategies and protocols with fidelity. Participate in additional staff development on district instructional strategies, technology implementation, Schoology, and PLCs. Continue to collaborate with home campus PAP/AP teachers to ensure students are being successful. Strategy's Expected Result/Impact: QSAs, Teacher assessments, TEKS checks, EOC/STAAR, and Readiness tests Staff Responsible for Monitoring: Admin Team, teachers, and curriculum directors, Tech Team, Lead4ward Team. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain AP teaching certifications and communicate with home campuses to improve student attendance and graduation rates with an emphasis on post-secondary readiness and Advanced Placement programs. Strategy's Expected Result/Impact: CBAs, Teacher assessments, TEKS checks, EOC, and Readiness tests Staff Responsible for Monitoring: Principal, teachers, and curriculum directors. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Faculty and Staff will participate in training on the Graduate Profile to ensure that they are meeting the needs of all students and reaching the district's goal of implementing the competencies. Strategy's Expected Result/Impact: Students will be aware of the Graduate Profile Staff Responsible for Monitoring: Admin, Teachers, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.









Performance Objective 2: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

















Strategy 1 Details	Reviews			
Strategy 1: Provide differentiated professional development for all staff to ensure an effective technology implementation. (Twitter, Conference, Snack Attacks, etc) Strategy's Expected Result/Impact: Increase student usage and engagement on 1:1 initiative. Staff Responsible for Monitoring: Principal, teachers, and curriculum directors Title I: 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement digital coaching team to facilitate digital literacy among the staff. Strategy's Expected Result/Impact: Increased staff digital competency. Staff Responsible for Monitoring: Principals and teachers.	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

Performance Objective 3: Create Pk-12 programming to support healthy life choices by students and staff. All Staff will be trained in Suicide/Substance Abuse Prevention and Intervention at the beginning of the year.

Evaluation Data Sources: 100% of students identify programs and levels of support available when in crisis

Strategy 1 Details	Reviews			
Strategy 1: Provide students with Positive Behavior Intervention & Supports (PBIS). Implement CHAMPS classroom management and campus wide common areas plan. Strategy's Expected Result/Impact: Observe positive behavior, number of reduction days earned by students, reduction in teacher referrals, and number of students returned to CMLC. Staff Responsible for Monitoring: Admin Team, Counselor, Student Assistant Counselor, Teacher(s), Other Observe positive behavior, number of reduction days earned by students, reduction in teacher referrals, and number of students returned to CMLC. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All elementary students will participate in Cultural Connections workshops. Strategy's Expected Result/Impact: Students and Teachers will learn valuable coping skills when dealing with traumatic events. Staff Responsible for Monitoring: Admin Team, Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: All Junior High students will participate in weekly workshops, "Too Good for Drugs" that addresses alcohol/drug prevention and better decision making. Students will also participate in Cultural Connection lessons that focus on emotional growth. Strategy's Expected Result/Impact: Students and Teachers will learn valuable coping skills when dealing with traumatic events. Staff Responsible for Monitoring: Admin Team and Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: All 7th and 9th Graders will participate in Time to ACT through Advisory Classes Strategy's Expected Result/Impact: Awareness for students on how to get help Early intervention Staff Responsible for Monitoring: Admin, Teachers, and Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: All students will participate in bullying, harassment, and dating violence lessons through Advisory lessons created by the Interventionist Counselor. In addition, students and parents will receive communications on how to report incidents and/or concerns. Staff Responsible for Monitoring: Counselors, Nurse, SRO, Admin, and Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

Performance Objective 4: Create safe environment for students, faculty and staff.

Strategy 1 Details	Reviews			
Strategy 1: Monitor student absence information in order to monitor communicable disease issues on campus. Staff Responsible for Monitoring: SDS, Nurse, and Admin	Formative			Summative
	Nov	Jan	Mar	June
	<div>100%</div>	<div>100%</div>	<div>100%</div>	<div>100%</div>
Strategy 2 Details	Reviews			
Strategy 2: Campus Emergency Response Team (ERT) will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus Staff Responsible for Monitoring: Nurse, Admin, and Teachers	Formative			Summative
	Nov	Jan	Mar	June
	<div>100%</div>	<div>100%</div>	<div>100%</div>	<div>100%</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>				

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas













Evaluation Data Sources: 100% of RISD Campuses Meet Standard

Strategy 1 Details	Reviews			
Strategy 1: Collaboratively plan for instruction through vertical PLC using TRS and Lead 4ward resources Strategy's Expected Result/Impact: Improved student performance through Tier 1 and various assessments Staff Responsible for Monitoring: Admin Team Classroom Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>100%</div>	<div><div></div>100%</div>	<div><div></div>100%</div>	<div><div></div>100%</div>
Strategy 2 Details	Reviews			
Strategy 2: Plan for ongoing training of TRS leadforward and the PLC process to support teachers Strategy's Expected Result/Impact: Increased student performance Staff Responsible for Monitoring: Admin Team TnL Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>80%</div>	<div><div></div>80%</div>	<div><div></div>85%</div>	<div><div></div>100%</div>
<div><div><div></div>0%</div> No Progress</div> <div><div><div></div>100%</div> Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Improve student performance and ensure 100% of campuses are rated "Met Standard"









Evaluation Data Sources: 100% of campuses meet standard; meet or exceed district performance growth goals
Performance Growth Goals are based on 100%-Current Performance divided by 4. (100-82=18/4=5% Growth Goal)

Strategy 1 Details	Reviews			
Strategy 1: Provide training to campus in best instructional practices with TRS/Lead4Ward, ELAR TEKS and resources for a Balance Literacy approach and the implications of Tier 1 instruction on Staar 2.0. Strategy's Expected Result/Impact: Improved Tier 1 instruction, Improved student performance Staff Responsible for Monitoring: Admin Team, teachers, and curriculum directors. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administer formative test to incoming students to assess how far off curriculum sequence they are. Strategy's Expected Result/Impact: Provide students with needed remediation and support to ensure they return to home campus better equipped to rejoin their class. Staff Responsible for Monitoring: Teachers and Principals.	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 guarantee that all students will perform at or above grade level.

Performance Objective 3: Increase District Graduation Rate from 88.3% to 92%

Evaluation Data Sources: District graduation rate meets or exceeds district performance growth goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop and create a core Advisory Team comprised of an administrator, counselors, and teacher(s). The Advisory Team will provide workshops that promote positive relationship building and fosters positive behavior development among students.</p> <p>Strategy's Expected Result/Impact: Observe behavior, number of reduction days earned by students, teacher referrals, and number of students returned to CMLC.</p> <p>Staff Responsible for Monitoring: Admin Team, Counselor, Student Assistant Counselor, Teacher(s), Other</p> <p>Title I: 2.4, 2.5, 2.6</p>	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 guarantee that all students will perform at or above grade level.

Performance Objective 4: Increase student performance for the following student groups; Special Education, English as a Second Language and other student groups identified in needs of improvement













Evaluation Data Sources: 100% of identified students meet district growth goals.

Strategy 1 Details	Reviews			
Strategy 1: TEA Priorities Build a foundation of reading and math. 1) Increase rigor and expectations for special education students while providing additional communication between Special Ed teachers and mainstream students. Implement RTI interventions, CPI, and 504 support to include individual instruction plans and targeted instruction. Strategy's Expected Result/Impact: Local Assessment, Teacher assessments, QSAs, TEKS checks, EOC, and Readiness tests) Staff Responsible for Monitoring: Admin Team, teachers, and curriculum directors. Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Create campus team to monitor RTI/MTSS/Branching Minds response. Team will provide on-going training and support to faculty and staff, attend meetings, and monity progress. Staff Responsible for Monitoring: Teachers, Admin, Counselors	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 recruit, retain, and reward quality personnel.

Performance Objective 1: Hire certified, qualified and dedicated staff from different cultural and ethnic backgrounds









Evaluation Data Sources: Increase in diverse demographic representation in RISD hiring

Strategy 1 Details	Reviews			
Strategy 1: Utilize fall staff climate survey results to develop campus goals that will focus on teacher morale Strategy's Expected Result/Impact: Increase in job satisfaction Staff Responsible for Monitoring: Principal and AP	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Meet with each teacher to review student growth goals and professional goals as structured within the TTESS evaluation system Strategy's Expected Result/Impact: Increased number of teachers meeting or progressing toward goals Increased student performance Staff Responsible for Monitoring: Admin Team and Teachers Title I: 2.4, 2.5, 2.6	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 recruit, retain, and reward quality personnel.

Performance Objective 2: Seek employee input and feedback from RISD staff to inform decision making

















Evaluation Data Sources: Increase in positive response rate of staff in focus group response and/or staff survey responses

Strategy 1 Details	Reviews			
Strategy 1: Implement programs to recognize teachers of the month and celebrate staff accomplishments. These programs will assist in developing and maintaining positive relationships. Additionally, administration will conduct ongoing conversations to ensure a positive working environment, climate and culture. Strategy's Expected Result/Impact: Teacher retention and surveys. Staff Responsible for Monitoring: Advisory Team	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 recruit, retain, and reward quality personnel.

Performance Objective 3: Provide necessary professional development to successfully implement the RISD Vision









Evaluation Data Sources: Increase in positive response rate by staff on professional development session evaluation responses (True North Logic Evaluation)

Strategy 1 Details	Reviews			
Strategy 1: Train all CMLC teachers to be proficient in supporting LEP student needs. Apply instructional strategies to support growth and improvement of all students in listening, speaking, reading, and writing. Use RTI to promote the development of language skills for LEP students. Strategy's Expected Result/Impact: Local Assessment, Teacher assessments, TEKS checks, EOC, CBA, Red Folders, and Readiness tests Staff Responsible for Monitoring: Admin Team, teachers, and curriculum directors.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Administrative staff will conduct 5 walkthroughs per week utilizing the new TTESS walk-through form in TNL and provide immediate and constructive instructional feedback to teachers. Strategy's Expected Result/Impact: All Teachers will have a greater understanding of the TTESS rubrics and how the relationship affects student success. Staff Responsible for Monitoring: Admin Team Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement quarterly monitoring of data and CIP progress. Strategy's Expected Result/Impact: Continue to monitor CIP and make necessary adjustments as needed. Staff Responsible for Monitoring: Admin Team, ILT Team, Exec. Director	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 1: Increase links between home and school by providing systemic opportunities for parent engagement









Evaluation Data Sources: Increase in positive response rate by parent/community in focus groups meetings and/or survey results

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with parents, other campuses, curriculum specialists, and directors to ensure stakeholder participation and engagement. Strategy's Expected Result/Impact: CBAs, Teacher assessments, TEKS checks, EOC, and Readiness tests Staff Responsible for Monitoring: CMLC teachers and home campuses	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 ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 2: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system
















Evaluation Data Sources: Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses









Strategy 1 Details	Reviews			
Strategy 1: Communicate with parents in a variety of ways to inform and collaborate with them regarding student progress at CMLC Strategy's Expected Result/Impact: Increased awareness of student progress and behavior Staff Responsible for Monitoring: Admin Team and Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 1: Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

Evaluation Data Sources: Maintain a fiscally responsible, effective and efficient campus budget





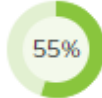











Strategy 1 Details	Reviews			
Strategy 1: Utilize yearly budget audit recommendations to ensure efficient spending and spending guidelines per district, state and federal Strategy's Expected Result/Impact: Increase in funding Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Review budget monthly for accuracy and relevancy Strategy's Expected Result/Impact: Awareness of proper use of funds Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Reach out to surrounding businesses for funds and donations for teacher appreciation events. Strategy's Expected Result/Impact: Increase funding and partnership with community businesses. Staff Responsible for Monitoring: Principal.	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
Strategy 4: Provide training and support for all support staff processing POs, sub payment to ensure staff are following proper policies and procedures. Strategy's Expected Result/Impact: Increased proficiency in submission of POs, sub payment. Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 5 Details	Reviews			
Strategy 5: Train all employees on proper money handling procedures in the fall and spring. Strategy's Expected Result/Impact: Increased proficiency in handling all funds. Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 6: We will ensure that our facilities and infrastructure adapt to support our mission.

Performance Objective 1: Provide a safe, comfortable, and well-maintained environment at all campuses

Evaluation Data Sources: Increased positive response rate from internal and external stakeholders in focus group and/or survey responses

Strategy 1 Details	Reviews			
Strategy 1: Conduct scheduled safety drills. Communicate drill completion with parents. Strategy's Expected Result/Impact: Increased proficiency in crisis response Staff Responsible for Monitoring: Admin Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Participate in "I Know What To Do Day" in October, December, January, and April Strategy's Expected Result/Impact: Increased proficiency in crisis response Staff Responsible for Monitoring: Admin Team Counselors Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Maintain an up to date Campus Crisis Plan and review key points with staff regularly. Strategy's Expected Result/Impact: Increased awareness of what to do in an emergency Staff Responsible for Monitoring: Admin Team, Teachers and Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to monitor and implement plan for making sure all guests to building go through Raptor. Strategy's Expected Result/Impact: Increase in safety and security. Awareness of who is on the campus at all times Staff Responsible for Monitoring: Campus Administration Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Conduct weekly door checks per TEA guidelines. Strategy's Expected Result/Impact: Increased safety and security on campus. Increased awareness of door issues and or repairs needed. Staff Responsible for Monitoring: Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
	 80%	 90%	 90%	 100%
<div><div>0% No Progress</div><div>100% Accomplished</div><div>Continue/Modify</div><div>Discontinue</div></div>				