

**Richardson Independent School District**  
**Dobie Primary**  
**2022-2023 Campus Improvement Plan**



# Mission Statement

Where we teach the tiniest to be the mightiest.

## Vision

To ignite a love of learning in the tiniest by forging meaningful relationships, laying a strong academic foundation, and engaging the community at large.

## Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Dobie Pre-Kindergarten school serves more than 400 students in full day 3 year old Pre-K, full day 4 year old Pre-K, and half-day and full day ECSE. We serve students from a variety of backgrounds from all over Richardson ISD. At this point in the school year, 67% of our students are Hispanic, 21% of our students are black, 8% white, and 4% Asian. 86% of our students are economically disadvantaged and 19% are special education.

# School Culture and Climate

## School Culture and Climate Summary

Dobie Pre-K School is a school that students enjoy attending and where staff enjoy working. Data from our RISD Campus Climate Survey show that 100% of the staff would recommend working at Dobie Primary to others. Our schoolwide focus is on building relationships between staff members, between staff and students, and between staff and families. Our results on the RISD Campus Climate Survey consistently show positive responses in all dimensions of school climate. As a campus, we believe in addressing the social emotional needs through Conscious Discipline and PBIS. We believe that continued implementation of Conscious Discipline and PBIS throughout the school will help us expand upon the already strong foundation of positive school culture and climate.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Dobie Pre-Kindergarten School focuses on hiring and retaining highly qualified and student focused staff. The partnership between campus and district level leadership is paramount to the successful achievement of this goal. Dobie will continue to focus on positive school culture to support the nurturing work environment that has been established for all staff so that staff can, in turn, focus on the academic, emotional, and social success of our students. Dobie will continue to support new teachers through the assignment of Mentor teachers and new to district teachers with Dobie Building Buddies. Paired with ongoing data analysis and needs assessments, administrators will be able to provide recommended or required professional development sessions for staff in need of support. Dobie will provide staff with guidance regarding district opportunities such as Career Pathways to support staff members as they seek to identify a career path that connects with their strengths as educators.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Dobie Pre-K School implements Texas Prekindergarten Guidelines as required by RISD. Using the Texas Prek Guidelines, teachers can work across subject matter such as SEL, Literacy, STEM, Fine Arts and Physical Development to provide best practices along with opportunities for children to achieve knowledge / skills through play and exploration experiences. These Guidelines support instruction for English Language Learners (ELL) and children with special needs. Through implementing the foundation that guides the growth of children in all aspects of development, the guidelines provide a means to align prekindergarten programs with the Texas Pre-K Guidelines. Our teachers and co-teachers use CLlengage assessment data coupled with formative processes to make differentiated instructional decisions for our students. In addition to this, Dobie strives to engage in our high quality program through continued professional development.

# Parent and Community Engagement

## Parent and Community Engagement Summary

Dobie Pre-Kindergarten School places emphasis on parent and community engagement. Parents are the first and most important teachers. Dobie will partner with families to support students' academic and social emotional growth. Dobie commits to developing creative ways to promote parent engagement and seek parent input. We will utilize Title 1 parent engagement funds to develop take home kits for parents and students to work on together. We will also offer a variety of topics for parents through our campus events and PTA meetings. Topics for meetings will be determined based on input from parents.



# School Context and Organization

## School Context and Organization Summary

Dobie's school vision is "Where we teach the tiniest to be the mightiest." This vision coincides with the goal for RISD--Where ALL students will connect, learn, grow, and succeed. We are focused on growth for all students and staff and are dedicated to reflective practices that support positive action. We are maximizing instructional time and providing opportunities for student intervention. The Instructional Leadership Team and teachers will meet regularly to analyze data, focus on student interventions, and determine staff development needs.

# Technology

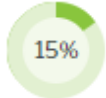



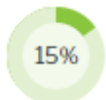


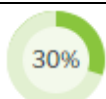






## Technology Summary

Technology integration that is developmentally appropriate is an important component of student learning at Dobie Pre-K School. Students have access to a variety of instructional technology during the school day through iPads, interactive projectors, coding devices, and various devices. Teachers will use the devices to facilitate technology integration within student learning and parent communication. All teachers will receive differentiated technology integration staff development in order to enhance lessons in the classroom and increase student engagement. The focus will be meaningful implementation of technology as we balance the needs of pre-K age students while being mindful of limiting screen time for students.

# Goals



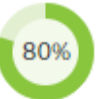








**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 1:** Ensure all students graduate college and career ready by exposing students to multiple career opportunities.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide students with opportunities to explore and learn about different careers through a career day. <b>Strategy's Expected Result/Impact:</b> Increased awareness of career opportunities. <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students will learn about careers during classroom guidance lessons. <b>Strategy's Expected Result/Impact:</b> Increased awareness of career opportunities. <b>Staff Responsible for Monitoring:</b> Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide opportunities for students to learn about community helpers' jobs/careers through the Pre-K classroom instruction. <b>Strategy's Expected Result/Impact:</b> Increased awareness of career opportunities. <b>Staff Responsible for Monitoring:</b> Classroom teachers Campus Specialists	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 expectations of the graduate profile.

**Performance Objective 2:** Integrate available technology in meaningful ways to create authentic learning experiences that enhance, engage, and extend.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide purposeful innovative, and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning <b>Strategy's Expected Result/Impact:</b> Provide 2 PD sessions per semester to all teachers/co-teachers. <b>Staff Responsible for Monitoring:</b> Administration Early Childhood Specialist Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase meaningful opportunities for technology integration into Pre-K instruction. <b>Strategy's Expected Result/Impact:</b> Increased campus score from Proficient level to Advanced level on Bright Bytes technology survey. <b>Staff Responsible for Monitoring:</b> ILT PLC Teams Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Showcase teacher exemplars using technology. <b>Strategy's Expected Result/Impact:</b> During technology PD sessions, showcase teacher and student achievements. Save lessons/activities in a Google Folder for easy access to teachers. <b>Staff Responsible for Monitoring:</b> ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ensure teachers and students demonstrate appropriate and safe digital behavior <b>Strategy's Expected Result/Impact:</b> Completion of Digital Citizenship Curriculum and lesson exemplars BrightyBytes Survey results <b>Staff Responsible for Monitoring:</b> Administration ILT Campus Staff	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify
















Discontinue

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 3:** Implement activities at RISD campuses in order to support students' academic and emotional intelligence growth in alignment with the Graduate Profile.




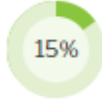










**Evaluation Data Sources:** Behavior Bootcamp and Self-regulation/Coping Strategies implementation through Professional Development for staff.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Readdress Tier 1 Behavior Management professional development and supports based on campus needs <b>Strategy's Expected Result/Impact:</b> Increase percent of positive responses on climate survey (staff and students)  Tier 1 walkthrough and feedback process <b>Staff Responsible for Monitoring:</b> Administration ILT Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor implementation and training on Tier 1 Behavior management in Pre-K to address classroom management, structure and routines, and PBIS implementation. <b>Strategy's Expected Result/Impact:</b> Walkthroughs  Reduced behavioral interruptions from classroom and common areas <b>Staff Responsible for Monitoring:</b> Administrators ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide learning opportunities to support growth in the area of Emotional Intelligence as adopted in the Graduate Profile. <b>Strategy's Expected Result/Impact:</b> Improved student resiliency and self-worth through student survey <b>Staff Responsible for Monitoring:</b> Administration ILT Staff	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 expectations of the graduate profile.

**Performance Objective 4:** Expand the campus implementation of the liveWiseliveHealthy initiative.











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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure 100% of students have a school/home connection. <b>Strategy's Expected Result/Impact:</b> Positive campus climate. <b>Staff Responsible for Monitoring:</b> Administrators Campus Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure reports of Title IX violations from students and staff follow policies /guidelines and are implemented appropriately. <b>Strategy's Expected Result/Impact:</b> Campus investigation data  Documentation of Title IX investigation requirements  Continued staff development where appropriate <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure all staff are trained in bullying prevention in compliance. <b>Strategy's Expected Result/Impact:</b> Compliance course completion Increased campus awareness of identifying and preventing bullying <b>Staff Responsible for Monitoring:</b> Administration Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

**Performance Objective 5:** Ensure a culture and environment that embraces equity, diversity and inclusion throughout RISD programs and systems of support

**Evaluation Data Sources:** Increased achievement of Hispanic, African American, Asian, EB and SPED performance as measured by CLI Engage.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide equity-specific coaching <b>Strategy's Expected Result/Impact:</b> Stronger implementation of equitable practices Increased collaboration on culturally responsive teaching and equitable organizational practices <b>Staff Responsible for Monitoring:</b> Administration ILT Campus Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase parent engagement through additional opportunities on campus. <b>Strategy's Expected Result/Impact:</b> Increased parent participation in events, conferences, & PTA <b>Staff Responsible for Monitoring:</b> Administration ILT Campus Staff  <b>Title I:</b> 4.1, 4.2 <b>Funding Sources:</b> Educational materials for parents to use with students at home. - 211 - Title I, Part A - \$1,600	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 1:** Improve student performance and ensure 90% of students are rated "on track".

**HB3 Goal**

**Evaluation Data Sources:** CLI State Assessment

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Utilize districtwide professional development days and early release days to support and train teachers on effective Tier I Instruction (comprehensive literacy implementation, Pre-K Guidelines, Culturally Relevant Strategies, and Emotional Intelligence components) <b>Strategy's Expected Result/Impact:</b> Professional development evaluation results  Inclusion of strategies in campus plan based on data  Walkthrough analysis <b>Staff Responsible for Monitoring:</b> Principals  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> - 199 - General Fund		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 2 Details		Reviews			
<b>Strategy 2:</b> Evaluate and monitor all student groups assessed on CLI Engage. <b>Strategy's Expected Result/Impact:</b> Improved student performance on CLI assessment  Review of student performance data by student groups each  Review of student performance data by student groups by teacher  Data meetings/PLCs <b>Staff Responsible for Monitoring:</b> Principals ILT  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> - 199 - General Fund		Formative			Summative
		Nov	Jan	Mar	June
					



No Progress



Accomplished



Continue/Modify













Discontinue

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

**Performance Objective 2:** Align and maintain written, taught, and assessed curriculum in all subject areas (Pre-K Guidelines, Frog Street, and PLC).








**Evaluation Data Sources:** 90% of campus "on track" on CLI Assessment

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor curriculum implementation through an aligned walkthrough form. <b>Strategy's Expected Result/Impact:</b> Walkthrough analysis  Student performance goals <b>Staff Responsible for Monitoring:</b> Principals ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Use CLI and building created assessments to monitor and evaluate student progress of Pre-K Guidelines. <b>Strategy's Expected Result/Impact:</b> Performance growth goals <b>Staff Responsible for Monitoring:</b> Principals ILT Teachers  <b>Title I:</b> 2.4, 2.6	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 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 3:** Create a system to educate stakeholders on the importance of student attendance.






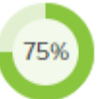
**Evaluation Data Sources:** Increase campus attendance rate by 2.5%.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase attendance awareness through campus communication services and resources. <b>Strategy's Expected Result/Impact:</b> Increased campus attendance rate for the 22-23 school year from 91.4% to 93.9%. <b>Staff Responsible for Monitoring:</b> Principals Teachers Community Liaison Counselor	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:** Implement a systematic approach to sustain and strengthen programming and instruction that supports young students with social and emotional learning and behavior.

**Evaluation Data Sources:** Student performance meets or exceeds expectations as defined by campus goals.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide support to campus staff through SEL and behavior/program specialists to train and implement best practice strategies that support quality programming, behavior management and instruction. <b>Strategy's Expected Result/Impact:</b> Effective instructional practices  Effective behavior interventions  Quality referrals for evaluation to 504 and/or special education <b>Staff Responsible for Monitoring:</b> Principals ILT SEL Specialists Counselor  <b>Title I:</b> 2.4, 2.6 <b>Funding Sources:</b> SEL Instructional Coach - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Engage in collaboration across multiple district departments to support the learning of all students. <b>Strategy's Expected Result/Impact:</b> Tools embedded in the Frog Street curriculum  Collaborative training at district and campus level <b>Staff Responsible for Monitoring:</b> Principals ILT SEL Specialists Counselor  <b>Title I:</b> 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

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

**Performance Objective 5:** Ensure English Learner (EL) students will make progress in English proficiency. EL students will progress towards "on track" in district assessment (CLI Engage).

**Evaluation Data Sources:** CLI Engage  
Progress Monitoring

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure teachers have professional development in working with EL students including second language learning training, strategies. <b>Strategy's Expected Result/Impact:</b> 100% of teachers receive professional development  Walkthrough analysis (strategies in action) <b>Staff Responsible for Monitoring:</b> Principals ILT	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 35%	<div><div></div></div> 50%	<div><div></div></div> 75%	
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Expand and enrich programs to support parent engagement <b>Strategy's Expected Result/Impact:</b> increase parent engagement <b>Staff Responsible for Monitoring:</b> Principals ILT  <b>Title I:</b> 4.2 <b>Funding Sources:</b> Materials for parents to work with students at home - 211 - Title I, Part A - \$1,600	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 25%	<div><div></div></div> 45%	<div><div></div></div> 75%	
<div><div></div>0% No Progress</div> <div><div></div>100% 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 6:** Create a culture of literacy for ALL students.

**Evaluation Data Sources:** CLI Engage




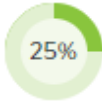
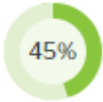

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement Pre-K literacy professional learning in the area of evidence-based literacy intervention. Teachers will utilize a variety of instructional strategies to support literacy development. <b>Strategy's Expected Result/Impact:</b> Improved CLI Engage scores--literacy and early writing Observables/walk throughs demonstrate proficient EL instruction <b>Staff Responsible for Monitoring:</b> Principals ILT  <b>Title I:</b> 2.4, 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div><div>35%</div></div>	<div><div></div><div>55%</div></div>	<div><div></div><div>75%</div></div>	
<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>				










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

**Performance Objective 7:** Implement Pre-K for ALL

**High Priority**  
**HB3 Goal**  
**Evaluation Data Sources:** Circle data/enrollment



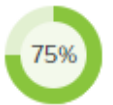




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All new to Pre-K teachers will participate in Texas Pre-K Guidelines, best practice and inclusive practices professional learning.  <b>Strategy's Expected Result/Impact:</b> All new to Pre-K teachers will have a deep knowledge of the 10 domains of the Texas Pre-K Guidelines; including outcomes, child behaviors and instructional strategies. Teachers will develop a solid foundation for best practices in Pre-K; including instructional methods and classroom environment, and inclusive strategies.  <b>Staff Responsible for Monitoring:</b> Pre-K Director Principals ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Participate in the Connected Coaching Model for Pre-K campus administrators and campus instructional supports to collaboratively coach all Pre-K teachers utilizing Schoology. All Pre-K teachers are required to receive 15 hours of direct coaching as described by TEA.  <b>Strategy's Expected Result/Impact:</b> Pre-K teachers will gain new knowledge and implement teaching strategies which strengthen their foundation of Pre-K instruction  Strengthen campus level capacity surrounding Pre-K instruction and best practices  <b>Staff Responsible for Monitoring:</b> Pre-K Director Principals ILT	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement engagement opportunities for Pre-K families including two required parent conferences, weekly communication, and connecting families to CLI Engage CIRCLE activities directly aligned to meet individual student needs.  <b>Strategy's Expected Result/Impact:</b> Creates a foundation for parent involvement at the campus, builds a strong relationship of support between the parents and the teacher, and students further develop necessary skills for kindergarten readiness <b>Staff Responsible for Monitoring:</b> Pre-K Director Principals ILT	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:** Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflect the Dobie student population.

**Evaluation Data Sources:** Increase in diverse demographic representation in Dobie staff.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Increase opportunities for administration to review historical hiring data and develop plans for hiring a more diverse staff. <b>Strategy's Expected Result/Impact:</b> Increase in percentage of diverse new hires. Articulated plans for future hiring. <b>Staff Responsible for Monitoring:</b> Administration		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:** Implement district innovate practices & Dobie practices to increase employee retention


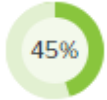





**Evaluation Data Sources:** Reduce teacher turnover rate

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize data from employee surveys to focus on specific areas of opportunity. <b>Strategy's Expected Result/Impact:</b> Increase in overall employee satisfaction with campus support. Reduce employee turnover <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Build capacity and increase staff leadership opportunities <b>Strategy's Expected Result/Impact:</b> Increased opportunities for presenting/training staff <b>Staff Responsible for Monitoring:</b> Administration ILT	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 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 3:** Enhance system of support for auxiliary, classified and paraprofessional staff to include a focus on career pathways.

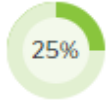












**Evaluation Data Sources:** Decrease turnover for auxiliary staff by 5%  
Additional professional development opportunities for auxiliary staff

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use paraprofessional staff as a system of support when necessary <b>Strategy's Expected Result/Impact:</b> Campus Satisfaction Employee Satisfaction Survey <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 20%	 45%	 70%	
<div><div>0% No Progress</div><div>100% Accomplished</div><div>Continue/Modify</div><div>Discontinue</div></div>				

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 4:** Provide necessary professional development to successfully meet the Vision and Mission of Dobie.













**Evaluation Data Sources:** Increase in positive response rate by staff on professional development session evaluation responses by 2% and increase positive response rate by staff on on professional development offered at Dobie.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to provide professional development in all curricular areas to enhance instructional strategies with a focus on supporting Pre-K Guidelines Frog Street and teacher growth. <b>Strategy's Expected Result/Impact:</b> Number of sessions and participant feedback Performance growth goals Walkthrough data from walkthrough form <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to provide professional development for instructional staff to support students with disabilities. <b>Strategy's Expected Result/Impact:</b> Increase number of sessions and participants Performance growth goals <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide professional development to support technology integration. <b>Strategy's Expected Result/Impact:</b> Increase number of professional development opportunities for tech integration Walkthrough data analysis <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of Dobie Pre-Kindergarten School.

**Performance Objective 1:** Provide ongoing, timely and relevant content regarding district and campus news, information, celebrations, and student and staff recognitions.

**Evaluation Data Sources:** Increase of positive response rate from internal and external stakeholders in survey responses at or above 85%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Expand implementation of consistent communication with campus stakeholders by incorporating Blackboard Mass Connect, Smore tools and campus website updates. <b>Strategy's Expected Result/Impact:</b> Improved news/event promotion for campus with families and the community. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize new district electronic newsletter tool, Smore to support effective communication with all campus stakeholders twice per month. <b>Strategy's Expected Result/Impact:</b> Increase in number of parent and community subscriptions to district and campus electronic communications. <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase parent and other stakeholders engagement through regular campus social media account posts. <b>Strategy's Expected Result/Impact:</b> Increased parent participation in school events <b>Staff Responsible for Monitoring:</b> Administration Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Share volunteer opportunities in Voly each month. <b>Strategy's Expected Result/Impact:</b> Increase engagement of community volunteers and businesses <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify





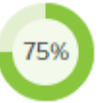




Discontinue



**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of Dobie Pre-Kindergarten School.

**Performance Objective 2:** Expand Community Partnerships to increase external stakeholder engagement that aligns with district and campus goals and priorities.

**Evaluation Data Sources:** Catalog of volunteer hours, names, hours, organizations, locations. (Church, Reading Buddies, etc) Sign-in sheets at Parent Engagement Nights, Voly Data Report, Parent Survey, Title I Parent Survey. Data collected this year is baseline.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Communicate and provide stakeholder engagement opportunities using a variety of mediums <b>Strategy's Expected Result/Impact:</b> Number of pushes to community via social media, electronic newsletter Survey results increase Increase in participation and volunteers <b>Staff Responsible for Monitoring:</b> Administration	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 Dobie Pre-Kindergarten School.

**Performance Objective 3:** Evaluate and develop tools to advertise and market RISD and Dobie brands

Strategic Action Plans: C3.1-3.4








**Evaluation Data Sources:** Enlarge centrally delivered Dobie PreK presence throughout community. Dobie Website will serve as baseline data collected this year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase social media presence for RISD and Dobie <b>Strategy's Expected Result/Impact:</b> Increase parental and community involvement Increase PTA partnerships <b>Staff Responsible for Monitoring:</b> Administration  ILT	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 25%	<div><div></div></div> 50%	<div><div></div></div> 70%	
<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>				

**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of Dobie Pre-Kindergarten School.

**Performance Objective 4:** Implement Parent and Family Engagement Education and Support Program
















**Evaluation Data Sources:** District and Campus Parent Survey, Sign in for Parent and Family Engagement Program Participation, Voly Data Report

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 100% faculty PTA membership and increased PTA membership awareness <b>Strategy's Expected Result/Impact:</b> Increase in faculty and community PTA membership <b>Staff Responsible for Monitoring:</b> Administration ILT	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 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


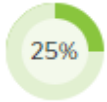
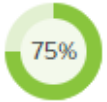




**Evaluation Data Sources:** Campus Budget

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Budget aligns with campus a mission and vision, Board Goals, and Strategic Plan <b>Strategy's Expected Result/Impact:</b> Submission of budget that aligns with campus mission and vision, Board Goals and Strategic Plan <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure all employees receive training on proper money handling procedures <b>Strategy's Expected Result/Impact:</b> Proper money handling procedures <b>Staff Responsible for Monitoring:</b> Administration Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide training and support for all support staff processing POs, sub payment, etc to ensure staff are following proper policies and procedures <b>Strategy's Expected Result/Impact:</b> Staff following proper policies and procedures <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 2:** Actively seek alternative revenue sources to meet the needs of Dobie services












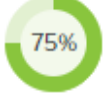
**Evaluation Data Sources:** Revenue generated from grant programs


















Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Identify and qualify for grants that meet the needs of Dobie and contribute to Dobie's mission and vision <b>Strategy's Expected Result/Impact:</b> Revenue generated for Dobie services Increase number of grant applications Increase number of grants received <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
	 20%	 25%	 75%	
<div><div>0% No Progress</div><div>100% 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 for students and staff.

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



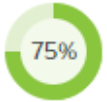




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Train all staff and inform vendors to avoid propping open doors to maintain campus safety and mitigate entrance or intrusion of unauthorized persons. <b>Strategy's Expected Result/Impact:</b> Increased safety and security <b>Staff Responsible for Monitoring:</b> Administrators Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to reinforce "I Know What to Do Day". <b>Strategy's Expected Result/Impact:</b> Feedback from staff, students and parents Positive increase on staff, student and parent survey (5%) <b>Staff Responsible for Monitoring:</b> Administration ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to monitor communicable disease positivity rates. <b>Strategy's Expected Result/Impact:</b> Communicate and consistent safety protocols that correlate with district, federal and local health guidelines. <b>Staff Responsible for Monitoring:</b> Administration Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement monthly safety drills and communicate via blackboard with parents after each safety drill. <b>Strategy's Expected Result/Impact:</b> Positive response rate increase in survey responses Increased communication with parents/stakeholders <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Participate in Safety Week drills: Evacuate, Hold, Secure, Lockdown, Shelter in Place and Fire drills by 9/9/22. <b>Strategy's Expected Result/Impact:</b> Preparedness for emergency drills <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Update CIP quarterly to show progress; November 18; January 27; March 31; June 9 <b>Strategy's Expected Result/Impact:</b> Progress on CIP goals <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Monitor and enforce campus Dress Code Policy <b>Strategy's Expected Result/Impact:</b> Well maintained and professional environment <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Ensure all visitors are screened through the Raptor system during school hours <b>Strategy's Expected Result/Impact:</b> Documentation of all visitors <b>Staff Responsible for Monitoring:</b> Administration Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 2:** Provide a secure and visible environment for data.

**Evaluation Data Sources:** Expect a 95% or better positive response on Brightbytes survey (Belief-Advanced)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Regularly communicate to all stakeholders the security measures in place to ensure all staff and student data remain private. <b>Strategy's Expected Result/Impact:</b> Communication Plan Increase number of hits on website Increase number of parents attending parent information/awareness events. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				