

Richardson Independent School District
Forestridge Elementary
2022-2023 Campus Improvement Plan



Mission Statement

To inspire and develop successful, lifelong learners.

Vision

To Inspire and Develop Successful Lifelong Learners.

Value Statement

At Forestridge, we believe that all students can learn and grow with support from adults who work to build positive relationships, are reflective about their practice and are committed to continue to learn.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	5
School Culture and Climate	6
Parent and Community Engagement	7
Priority Problem Statements	8
Comprehensive Needs Assessment Data Documentation	9
Goals	11
Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.	11
Goal 2: We will guarantee that all students will perform at or above grade level.	27
Goal 3: We will recruit, retain, and reward quality personnel.	44
Goal 4: We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.	49
Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.	57
Goal 6: We will ensure that our facilities and infrastructure adapt to support our mission.	60
Title I	67
1.1: Comprehensive Needs Assessment	67
2.1: Campus Improvement Plan developed with appropriate stakeholders	67
2.2: Regular monitoring and revision	67
2.4: Opportunities for all children to meet State standards	67
Title I Personnel	68

Comprehensive Needs Assessment

Demographics

Demographics Summary

Forestridge is composed of a diverse student population of almost 580 PK-6th grade students. Our student population consists of: 35.8% Hispanic/Latino, 26.1% Black/African American, 22.5% Asian, 12.6% White, and 3.0% are multi-racial. 79.2% of our students are economically disadvantaged and 70.1% are considered at-risk. We are a neighborhood campus that continues to show a substantial amount of ELL students in our population which is currently 50.2%. We have over 40 different home languages represented at our campus. Attendance rates have fluctuated due to COVID-19 concerns and currently sits at 92%. The mobility rate for our campus is 13.3%. Forestridge continues to focus on growth for all learners, with an emphasis on closing performance gaps for English Language Learners and students served through special education. Forestridge embraces our diverse population and is committed to developing quality relationships to impact student growth. Our goal is to inspire and develop successful lifelong learners.

Demographics Strengths

Due to the COVID 19 Pandemic and virtual learning, stability rates fluctuated within the district, therefore comparison with other schools is unknown. . Attendance rates from all sub populations remain above or near the district average which currently stands at

92%. Teacher turnover rate remains lower than the district average. Our campus provides four ESL teachers and two ESL Aides to support the growing population of ESL students. We also have a full time Instructional Coach in order to meet the diverse needs of student and teachers.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Percentage of students classified as Tier three has increased since March of 2020. **Root Cause:** Virtual learning due to COVID-19 has negatively impacted student learning growth.

Student Achievement

Student Achievement Summary

Forestridge Elementary has a need to increase student achievement. In the previous year 30% of students did not meet their target growth goal for the year. This year we will engage in goal-setting with students and use MAP assessment data and IXL diagnostic data to assist students in tracking their growth toward their learning growth goal for the year.

Student Achievement Strengths

Students achieved distinctions in reading and science last year.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: 3rd Grade reading and math performance lowest of all grades. **Root Cause:** Need for increased rigor in grade 2 and increased urgency in grade 3.

Problem Statement 2: 3rd and 4th grade reading and math achievement is below the district average. **Root Cause:** Tier One instruction needs improvement in reading and math.

School Culture and Climate

School Culture and Climate Summary

Forestridge students enjoy coming to school and believe the campus is a safe and nurturing environment. The district emphasis on addressing classroom and campus behavior management sustain through the implementation of Positive Behavior and Intervention Support (PBIS) as well as Restorative Practices will help support the success of all students. This new implementation will address current escalating rates of students being removed for persistent misbehavior including discretionary DAEP placements. We believe this proactive approach will promote a culture of positive interactions between staff, students and community.

Parent and Community Engagement

Parent and Community Engagement Summary

Parent and community engagement has been marginal in past years at Forestridge. We believe language barriers continue to impede our progress in this area. Our goal is to increase the number of parents involved in our PTA by 20%.

Parent and Community Engagement Strengths

The strength of our community engagement is our community nights and our Title One STEM and Reading Nights for parents and students. Performances and evening events are well attended by parents and the community as a whole. Another strength is our diverse staff which represents the many cultures that we have at Forestridge. With over 40 home languages spoken, we have consistently provided communication with the community in 2 of the 5 major languages.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: There is a lack of parent involvement in our PTA. **Root Cause:** Parents from various cultures and languages are challenged to engaged with the mostly English-speaking PTA.

Priority Problem Statements

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
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- 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
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved PreK - 2nd grade assessment data

Student Data: Student Groups

- 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
- Section 504 data
- Gifted and talented data
- Dyslexia data

- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

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
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

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

Support Systems and Other Data

- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goals



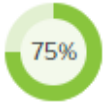


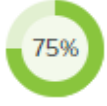


Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









Performance Objective 1: Implement Digital Citizenship and Internet Safety into instruction in meaningful ways to encourage student use of available resources to enhance safety and learning.

Evaluation Data Sources: Teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue a strong focus on internet safety with specific teaching on social media influences and precautions.

Strategy 1 Details	Reviews			
Strategy 1: The Counselor and LITE will develop and implement Digital Citizenship and Internet safety lessons for teachers to guide the responsible use of technology to safely communicate and collaborate online. Strategy's Expected Result/Impact: Students will learn about digital citizenship and how to create a positive online persona. They will learn about the impact of their digital footprint. Students will decrease incidents of unsafe online behavior, cyberbullying, device misuse, and damaged or broken devices. Staff Responsible for Monitoring: Counselor, LITE, Administrators, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students will engage in Digital Citizenship and Internet Safety Lessons throughout the year to communicate professionally using a variety of methods and technologies. Strategy's Expected Result/Impact: Students will learn about digital citizenship and how to create a positive online persona and learn about the impact of their digital footprint Staff Responsible for Monitoring: Teachers, Administrators, Counselors Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: The campus will create an iPad expectation agreement for students and parents to ensure responsible use of school technology.. Strategy's Expected Result/Impact: Students will use iPad responsibly. Staff Responsible for Monitoring: Teachers, Administrators, Counselors, LITE Title I: 4.1 - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					






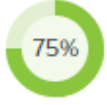






Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 2: Implement activities campus-wide in order to support students' academic, social, and emotional growth.

Evaluation Data Sources: 100% of students are engaged in SEL implementation and integration during daily morning meetings.

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Provide ongoing professional learning in SEL for teachers that involves a monthly review of targeted focus in Second Step during assemblies.

Strategy 1 Details	Reviews			
Strategy 1: Use of Minds Up, Second Step, PBIS, RISD SEL Curriculum, Racial Literacy Curriculum, and CHAMPS curriculum during campus morning meetings, to support social and emotional learning for students. Strategy's Expected Result/Impact: Student participation in SEL instruction will provide students with tools and strategies to self-regulate and support decreased discipline referrals by 15%. Staff Responsible for Monitoring: Administration Coaches Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: PBIS and CHAMPS behavioral intervention systems used to support positive student behavior, creating clear expectations for classroom and common areas. Strategy's Expected Result/Impact: Students will understand and adhere to behavior expectations; reduced behavior referrals. Staff Responsible for Monitoring: Administrators, Teachers, Counselors Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture	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 3: Create programming to support healthy life choices by students and staff

Evaluation Data Sources: 100% of students identify programs and levels of support available when in crisis (student survey), informal responses with students in guidance lessons, responsive services through 1:1 or small group counseling, and observation of students in Physical Education (PE) classes

Summative Evaluation: Met Objective

Next Year's Recommendation: Continue to implement guidance and SEL programming. Add training for trauma-informed instruction.

Strategy 1 Details	Reviews			
Strategy 1: Training for all campus staff on the district suicide protocol. Strategy's Expected Result/Impact: All campus staff is aware of the procedures for and are able to seek support for any student who make a suicidal outcry. Staff Responsible for Monitoring: Administrators, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus implementation of liveWise liveHealthy program focusing on safety and security, mental health, drug and violence prevention, healthy relationships, cultural competence, and making connections. Strategy's Expected Result/Impact: All students and staff are aware of and able to access supports when in crisis. Staff Responsible for Monitoring: Administration Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement the Signs of Suicide (S.o.S) program with 6th grade students and ACT lessons with K-5. Strategy's Expected Result/Impact: Identify and provide support for students with elevated risks of suicidal ideations or previous suicidal attempts. Staff Responsible for Monitoring: Counselor	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 4 Details	Reviews			
Strategy 4: Study and participation in Red Ribbon Week to learn drug prevention and anti-risk behaviors for substance abuse. Strategy's Expected Result/Impact: Students will engage in activities that teach drug prevention. Staff Responsible for Monitoring: Teacher, Counselors, Administrators Title I: 2.6 - 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 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: Ensure a culture and environment that embraces equity, diversity and inclusion throughout FRE programs and systems of support

Evaluation Data Sources: Increase staff awareness and cultural responsiveness through the Equity and Inclusion Committee by increased exposure to cultural experiences, readings, and activities.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Participate in cultural competency training and SEL lessons alongside discussion forums with staff to acknowledge and inform staff on natural biases and how to be sensitive to the various cultural differences. Strategy's Expected Result/Impact: Increase staff's relational capacity and cultural awareness, sensitivity, and responsiveness through reading and reflection. Staff Responsible for Monitoring: Administrators Counselors		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: Increase student school-connection, participation and involvement, through extra-curricular activities.

Evaluation Data Sources: Percentage of student participating in extra curricular activities. The extra curricular activities for this school year include Student Council (4 - 6), Garden Club (3 - 4), FRE Stomp Crew (6 only), Ensemble (5 only), Girl Scouts (All grades), Basketball (5-6), Soccer (5-6), and Choir (4 - 6).

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Continue to provide quality, relevant clubs and activities that students value.

Strategy 1 Details	Reviews			
Strategy 1: Provide and encourage opportunities for students to get connected and involved at school by participating in campus extracurricular activities, i.e. STOMP Team, Choir, Ensemble, Girl Scouts, Boy Scouts, Royals Dance Team, Coding Club, Basketball, 6th grade jobs, Video Announcements, Safety Patrol, Student Council, PIT Crew (Peer Mediation), 6th grade SEL groups, etc. (Some of these activities are on hold due to COVID.) Strategy's Expected Result/Impact: Students will feel connected and involved at school, increasing their sense of belonging and school pride. Decreased disciplinary issued for student involved and connect through extra curricular membership. Staff Responsible for Monitoring: Administrators Counselors Club Sponsors	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 expectations of the graduate profile.

Performance Objective 6: Introduce and train staff on PBIS (Positive Behavior Intervention Supports) Year 3 goals, strategies, and school wide reward and discipline management plan.

Evaluation Data Sources: Focus Discipline Data

Summative Evaluation: Exceeded Objective

Next Year's Recommendation: Provide beginning training for all staff members. Reestablish the PBIS Committee with new staff members.

Strategy 1 Details	Reviews			
Strategy 1: The campus will conduct a B.O.Y. PBIS training for staff discussion will include district guidelines for behaviors that lead to office referrals and what is managed in the classroom. Staff will be also be trained on the implementation of the Forestridge PRIDE QR code and common area school guidelines. The PBIS team will support teachers in implementing the school-wide discipline plan. Strategy's Expected Result/Impact: Decreased student discipline referrals and increased positive rewards. Staff Responsible for Monitoring: Administrators PBIS Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: PBIS Team will meet consistently and present progress, staff refreshers and affirmations at monthly staff meetings. Strategy's Expected Result/Impact: Consistent implementation and follow through of PBIS process. Decreased student discipline referrals and increased positive rewards. Staff Responsible for Monitoring: Administrators PBIS Team	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 7: To develop and implement a strategic and systematic process to identify students in need of intervention , and put supports in place to address all student needs.

- Evaluation Data Sources:** MTSS meetings, documentation in Branching Minds, and teacher data as part of referral process
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Add scheduled time weekly during PLCs to complete to do list in Branching MInds.

Strategy 1 Details	Reviews			
Strategy 1: Use data from MAP testing, QSA's, and STAAR to identify students in need of additional support and implement targeted interventions to support student learning. Interventions will be documented and tracked in the Branching Minds System. Teachers and the MTSS team will meet regularly throughout the year to monitor student progress. Strategy's Expected Result/Impact: Identification of students across all content areas and provide instructional support to ensure academic growth and success. Staff Responsible for Monitoring: Administrators, Coaches, Specialists, RTI Team members, Teachers Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 35%	<div><div></div></div> 70%	<div><div></div></div> 80%	<div><div></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></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 8: Campus Emergency Team will conduct AED drills each semester to respond quickly to an on campus cardiac event.

Evaluation Data Sources: Emergency Drill Log, AED Drill Log

Summative Evaluation: Met Objective

Next Year's Recommendation: Reestablish emergency response team to include new staff members.

Strategy 1 Details	Reviews			
Strategy 1: The campus response team will conduct regular drills to decrease response time and prepare for any on campus cardiac emergency. Strategy's Expected Result/Impact: The CET will respond to an on-campus cardiac event and administer CPR within 3 minutes. Staff Responsible for Monitoring: Administrators, Nurse, Campus Emergency Team Members	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				



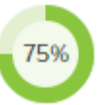





Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 9: Train staff and student on the campus wide bullying and harassment policy and procedures

Evaluation Data Sources: Campus climate and student survey data, informal assessment in Guidance lessons

Summative Evaluation: Met Objective

Next Year's Recommendation: Send home regular updates in weekly newsletter fro home activities with families to combat bullying behaviors.









Strategy 1 Details	Reviews			
Strategy 1: Review and implement campus/district policy and procedures for bullying and harassment with staff, students and parents. All staff will complete yearly compliance training through Region 10. Strategy's Expected Result/Impact: Decreased incidents of bullying reported in the Focus Discipline management system and Increase positive responses on surveys for Students, parents and teacher reporting they are aware of the campus procedures and feel that the campus is safe. Staff Responsible for Monitoring: Administrators Counselors 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 expectations of the graduate profile.

Performance Objective 10: Monitor student data reports to ensure immunization compliance of the student body

Evaluation Data Sources: Focus Health Data Reports

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Monitor Focus Health Data reports to check for compliance of immunizations and contact parents of students needing upcoming immunizations remain in compliance or to correct out of date immunization. Strategy's Expected Result/Impact: Reduce the spread of communicable and preventable illnesses throughout the campus and to remain in compliance on Health Services Immunization Reports. Staff Responsible for Monitoring: Nurse	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 expectations of the graduate profile.

Performance Objective 11: Monitor student absence information to look for patterns and trends in possible spreading of communicable illnesses across the campus

Evaluation Data Sources: Focus Attendance Data

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Conduct monthly conferences with parents of tardy or absent students.









Strategy 1 Details	Reviews			
Strategy 1: Monitor student attendance data and work with the campus Student Data Specialist to identify patterns and trends that may be linked to communicable illnesses. Strategy's Expected Result/Impact: Decreased incidents of spreading of communicable illnesses across the campus Staff Responsible for Monitoring: Nurse Student Data Specialist	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 expectations of the graduate profile.

Performance Objective 12: Integrate 21st Century learning and Texas College & Career Readiness (TCCR) skills and strategies into curriculum PK-12

Evaluation Data Sources: Brightbytes Survey Results (Identified Area of Increase)

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: 1) Continue collaboration with Counseling and College and Career Readiness Department to promote career exploration through Naviance, as well as support implementation of individual student 6 year plans for 6th grade students and parents. Strategy's Expected Result/Impact: Naviance training for students and teachers. Naviance usage report. 6th year plan completion Staff Responsible for Monitoring: Campus Administrators Counselor Classroom 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 expectations of the graduate profile.









Performance Objective 13: We will leverage our full day Pre-Kindergarten program for students to ensure they have grade level appropriate skills and are progressing toward learning readiness in reading, math and social skills.

HB3 Goal

Evaluation Data Sources: PreK Assessment
Readiness for kindergarten

Summative Evaluation: Met Objective

Next Year's Recommendation: Next year there will be 10 additional openings for prek. All PK classrooms will be general education classrooms.









Strategy 1 Details	Reviews			
Strategy 1: Recruit students for prekindergarten Strategy's Expected Result/Impact: Prekindergarten attendance increases student learning development and ensures that early intervention for learning needs can be addressed. Staff Responsible for Monitoring: Administrators 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 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 14: Apply STEM instructional strategies to the design and implementation of lesson plans for all grade levels.

Evaluation Data Sources: MAP
IXL
STAAR
TELPAS

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Partner with STEM Academic Facilitator to provide professional development for teacher that will ensure the student, collaboration , creativity, communication and critical thinking. Strategy's Expected Result/Impact: Developing student speaking, listening and critical thinking skills. Staff Responsible for Monitoring: Administrators Coaches 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 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 1: Utilize TRS, Lead4Ward, and PLCs to plan and practice lessons that are aligned to the written, taught and tested curriculum

Evaluation Data Sources: Increased performance on the student QSAs, MAP and STAAR

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue to have teacher leading PLCs and revisit protocols and rubrics to ensure we are growing in our implementation.

Strategy 1 Details	Reviews			
Strategy 1: Ongoing and continuous PD, and support for TRS, Lead4ward and PLC at campus staff meetings, planning meetings, PLCs and Staff Development Days Strategy's Expected Result/Impact: Increase student performance on student PAs and CBAs, MAP results Staff Responsible for Monitoring: Administrators IGT Team Math Specialist Reading Specialist Instructional Coach Librarian Interventionists Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement Accelerated Learning Plans to address students identified for HB4545 tutoring hours. Strategies: i-Time, small group instruction, Saturday School Strategy's Expected Result/Impact: Students will perform on grade level. Staff Responsible for Monitoring: classroom teachers interventionists ESL resource teachers specialists administration	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: Maintain a Balanced Literacy Program (Reading and Writing)

- Evaluation Data Sources:** Increase student performance in K-6 reading (IXL, MAP, MClass for K, 1)
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** REvisit systems that support balanced literacy and independent reading time. Conduct more training in conferring.

Strategy 1 Details	Reviews			
Strategy 1: Balanced Literacy coaching/refresher for all reading teachers (Pre-K-6) during after school PD, PLCs and planning meetings. Strategy's Expected Result/Impact: Increase student performance (on Level) on MAP, MCLASS (K, 1), IXL, STAAR Staff Responsible for Monitoring: Administrators Campus Reading Specialists Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain the Balanced Literacy Model and action plan PK-6 and conduct literacy walk throughs for feedback on campus (every teacher is a teacher of literacy) Strategy's Expected Result/Impact: List of best practices Walkthrough Analysis Performance Growth Goals Evidence of best practices in curriculum documents Learning and reflection in PLCs Staff Responsible for Monitoring: Campus Administrators Instructional Support Team Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				





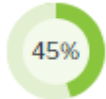



Strategy 3 Details	Reviews			
Strategy 3: Reading and ESL teachers will support Leveled Literacy Intervention. Strategy's Expected Result/Impact: Students who are Tier 2 and 3 will receive targeted, research-based intervention in reading. Staff Responsible for Monitoring: Campus Administrators Instructional Support Team Classroom Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: 2-3 teachers and support staff attend TEA Literacy Academy and implement learning into Balanced Literacy lessons. Strategy's Expected Result/Impact: Increased number of students on grade-level in reading through effective Tier 1 instruction Decreased number of students needing interventions Staff Responsible for Monitoring: Literacy Academy Cohort Leader Campus Reading Specialists	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









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

Performance Objective 3: English Language Learners (ELL) students will make progress towards an advanced level in proficiency in Reading, Writing, Listening and Speaking.

Evaluation Data Sources: ELL students will advance a proficiency level in Reading, Writing, Listening and Speaking.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement the use of ELLevation to monitor and target instructional needs of ELLs. Strategy's Expected Result/Impact: 100% of ELL show growth in Reading, Writing, Listening and Speaking proficiency levels Staff Responsible for Monitoring: Administrators ESL Teachers Classroom Teachers Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Small group intervention is conducted for Tier 2 and Tier 3 student population. Strategy's Expected Result/Impact: Students will grow one level on TELPAS in listening, speaking, reading or writing. Staff Responsible for Monitoring: Campus Administrators Instructional Support Team Classroom Teachers ESL Teachers Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Twenty-five percent of the faculty will participate in training for a language-rich interactive word wall offered by the district ESL department. Strategy's Expected Result/Impact: ESL students will advance one level on TELPAS. Staff Responsible for Monitoring: administrators Title I: 2.4, 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 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 4: Increase the number of students moving from approaches to meets and meets to masters in all tested areas

Evaluation Data Sources: MAP, mClass, IXL, STAAR performance data

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Zone of Uncertainty is too vague to determine growth in this area.

Strategy 1 Details	Reviews			
Strategy 1: Utilizing PLC to answer Q3 and Q4 to plan instruction, enrichment and intervention and use of Branching Minds and data meetings to plan reteach instruction and reteach groups Strategy's Expected Result/Impact: Higher percentage of students passing in the "meets" category. Staff Responsible for Monitoring: Administrators, Math Specialist, Reading Specialist, Instructional Coach, Interventionists Title I: 2.4, 2.6 Funding Sources: - 211 - Title I, Part A, - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure all G/T teachers, classroom teachers, and support staff complete required G/T training Strategy's Expected Result/Impact: GT Training Certificate and Documentation Staff Responsible for Monitoring: Campus Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

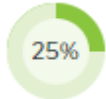
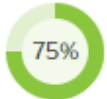










Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 5: Enhance quality writing instruction in grades 3-6 with a focus on reading responses using text evidence and revising and editing strategies in order to prepare for the STAAR redesign in RLA

Evaluation Data Sources: Performance Assessments, STAAR

Summative Evaluation: Significant progress made toward meeting Objective









Next Year's Recommendation: Continue using ECR and SCR as a frequent writing activity to build greater student proficiency.













Strategy 1 Details	Reviews			
Strategy 1: Utilize PLCs, TRS, and Lead4ward to target instructional strategies to improve short answer responses. Strategy's Expected Result/Impact: Increased STAAR performance. Staff Responsible for Monitoring: Administrators Instructional Coaches Teachers Interventionists Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Use data to plan instruction to develop quality lessons, intervention/reteach, and enrichment for writing. Strategy's Expected Result/Impact: Students are prepared for new question format on STAAR. Staff Responsible for Monitoring: Administrators Instructional Coach Reading/Writing Teachers	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 6: Increase overall performance in 3rd and 4th grade math and 6th grade reading by 3% from previous year's performance.

- Evaluation Data Sources:** STAAR performance data
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Zone of Uncertainty is too broad to determine growth in this area.

Strategy 1 Details	Reviews			
Strategy 1: Continue to implement balanced literacy instruction and quality Tier 1 math instruction along with PLC, TRS and Lead4ward to align instruction and assessment. Strategy's Expected Result/Impact: Increase 3rd and 4th grade math and 6th grade reading performance on STAAR from (percentages here) Staff Responsible for Monitoring: Administrators Reading Specialist Math Specialist Interventionist Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Use Performance Assessments and MAP to monitor and evaluate student progress towards mastery of grade level standards Strategy's Expected Result/Impact: Performance Assessment Data, MAP data Staff Responsible for Monitoring: Administrators Instructional Support Team Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 3 Details	Reviews			
Strategy 3: Utilize intervention tools to diagnose student learning needs to differentiate instruction (Think Up, IXL, MAP, LLI, Really Great Reading) Strategy's Expected Result/Impact: Student growth goals PA's MClass Progress Monitoring Staff Responsible for Monitoring: Administrators Instructional Support Team Classroom Teachers Interventionists	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Utilize Math Interventionist, Accelerated Learning Plans, Zearn, and IXL to support our 5th and 6th grade teachers to accelerate student learning in order to be prepared for 8th grade Algebra I. Strategy's Expected Result/Impact: Increased STAAR math scores Staff Responsible for Monitoring: 5th and 6th Math Teachers Math Coach Math Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 7: Increase student instructional time by decreasing the number of student tardiness, using A2A (Attention 2 Attendance) program.

Evaluation Data Sources: Focus Attendance Data, Counselor small group intervention for 4-6 graders

Summative Evaluation: Met Objective













Strategy 1 Details	Reviews			
Strategy 1: Notify parents of student tardiness through ATA Notification Conferences and issue student/parent written notices for repeated tardiness Strategy's Expected Result/Impact: Decrease in student tardy frequency Staff Responsible for Monitoring: Administrators Classroom Teachers Student Data Specialist Funding Sources: - 199 - General Fund	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 8: Continue with 1:1 student to device ratio to enhance and support classroom instruction.

Evaluation Data Sources: Teacher and student BOY/MOY STEM survey data

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to implement 1:1 iPad usage for all grade levels. Strategy's Expected Result/Impact: All students will have access to an iPad device in their classrooms for instructional purposes Staff Responsible for Monitoring: Administrators District Technology Specialist Campus Technologist Campus Technology Team Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Plan parent education activities for parents to see how students utilize devices for instruction (Math/Science/Tech Night) Strategy's Expected Result/Impact: Parents will understand the impact that technology has on supporting student learning. Staff Responsible for Monitoring: Administrator Campus Leadership Team Campus Technologist Campus LITE Title One Parent Education Coordinator Title I: 2.5, 4.1 Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				



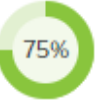









Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 9: Use MAP, MClass and CLI Engage data (Pre-K) to identify individual learning goals for students in all grades and content areas.

HB3 Goal

Evaluation Data Sources: DIIGS DATA Meetings
Data Meetings

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Use of MAP Learning Continuum and Comparing Measures Report in MClass to identify TEKS specific to individual student learning Strategy's Expected Result/Impact: Targeted effective instruction. Staff Responsible for Monitoring: Administrators Instructional Coaching Team Teachers Students Interventionists Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide MAP, MClass and CLI Engage Report to families three times a year (BOY, MOY, EOY). Strategy's Expected Result/Impact: Inform and elicit parent support with student academic performance. Staff Responsible for Monitoring: Administrators Instructional Coaching Team Teachers Interventionists Title I: 2.4, 2.5, 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 10: Utilize questioning strategies to encourage students to think in "deep and complex ways" by implementing the Depth and Complexity icons.

Evaluation Data Sources: Professional Development, PLCs

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Use backwards design to identify essential questions for students. Strategy's Expected Result/Impact: Providing students with a framework of essential questions will help guide student thinking to develop deeper understanding. Staff Responsible for Monitoring: Teachers Coaches Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - - Results Driven Accountability		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 11: Provide enrichment lessons and activities for students reading on grade level PK-6.

Evaluation Data Sources: MAP, mClass, IXL

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: K-3 Teachers will use Texas Reading Academy strategies in their instruction. Strategy's Expected Result/Impact: Students will read on grade-level. Staff Responsible for Monitoring: K-3 Classroom teachers and reading instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 30%	<div><div></div></div> 70%	<div><div></div></div> 90%	<div><div></div></div> 100%
Strategy 2 Details	Reviews			
Strategy 2: Classroom teachers will utilize the support of Reading Interventionists and ESSER Teachers. Strategy's Expected Result/Impact: Students will achieve a year's growth in math and reading. Staff Responsible for Monitoring: Reading teachers Reading Interventionists ESSER Teachers Instructional Coaching Team	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 75%	<div><div></div></div> 80%	<div><div></div></div> 100%
<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 12: Decrease Black and Hispanic Special Education student discipline placements in ISS/OSS

Evaluation Data Sources: Focus Data Discipline

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Utilize PBIS, CHAMPS, and SEL to manage student behavior in the classroom. Strategy's Expected Result/Impact: Fewer office referrals. Staff Responsible for Monitoring: Administrators Counselors PBIS Team Classroom Teachers		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 13: Increase student performance for Special Education students 21% in Reading and 20% in math

Evaluation Data Sources: STARR performance data

Summative Evaluation: Significant progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: Special Education teachers continue providing "Corrective Reading" for special education students in order for them to be successful on STAAR. Strategy's Expected Result/Impact: Increased student performance on PA's and STAAR by 4%. Staff Responsible for Monitoring: Administrators Special Education Teachers Title I	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize concrete representation and deductive reasoning strategies to support abstract understanding of math concepts for increased problem solving. Strategy's Expected Result/Impact: Increase performance on PAs and STAAR Staff Responsible for Monitoring: Administrators Math Specialist Special Education Teachers Classroom Teachers Title I	Formative			Summative
	Nov	Jan	Mar	June
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

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

Performance Objective 1: Provide necessary support and professional development to teachers new to campus and district with 0-1 years of experience.

Evaluation Data Sources: Maintain a 90% positive response rate on campus climate survey for professional development offered at the campus level. New teachers will remain employed at the campus for the upcoming school year.

Summative Evaluation: Met Objective

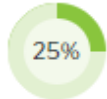

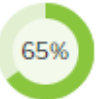









Strategy 1 Details	Reviews			
Strategy 1: O-1 year teachers will participate in the district's RPM (Richardson Promotes Mentoring) Program. Strategy's Expected Result/Impact: Teachers with 0-1 years of experience will remain at campus for the upcoming school year. Staff Responsible for Monitoring: Administrators Instructional Coach Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus will implement new teacher academies and/or meeting to support new teacher success on campus Strategy's Expected Result/Impact: Positive response rate on campus new teacher survey that campus PD was beneficial. Staff Responsible for Monitoring: Administrators Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Decrease campus teacher turnover rate

Evaluation Data Sources: Campus turnover rate shall not exceed the district's turnover rate.

Summative Evaluation: Exceeded Objective













Strategy 1 Details	Reviews			
Strategy 1: Train staff and implement Capturing Kids' Hearts strategies of Social Contract and EXCEL Communication strategies. Strategy's Expected Result/Impact: Increase positive response on campus climate survey regarding campus morale. Staff Responsible for Monitoring: Administrators CKH Process Champions TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 199 - General Fund, - 211 - Title I, Part A - \$8,800	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase opportunities for staff positive affirmations and recognition Strategy's Expected Result/Impact: Increase positive responses on climate survey regarding campus morale Staff Responsible for Monitoring: Administrators Campus Leadership Team Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				













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

Performance Objective 3: Support and develop professional growth for all staff

Evaluation Data Sources: Conference attendance, Professional development transcripts/sign in sheets, Staff Meeting Agendas

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Present relevant topics to meet staff needs or build capacity at staff meetings Strategy's Expected Result/Impact: Increase staff effectiveness and student performance. Staff Responsible for Monitoring: Administrators Reading Coach Math Coach Counselor District Support Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Promote attendance at professional conferences or professional development opportunities to encourage professional growth and increase instructional capacity Strategy's Expected Result/Impact: Increase student performance and staff effectiveness Staff Responsible for Monitoring: Administrators Reading Coach Math Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Use walk through collection methods to ensure consistent delivery of district curriculum (State and Federal System Safeguard) Strategy's Expected Result/Impact: Walkthrough analysis Performance Growth Goals Staff Responsible for Monitoring: Administrators Instructional Support Team TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Equip campus staff with training on disability awareness, evidence based best practices and classroom design and behavior management strategies Strategy's Expected Result/Impact: Feedback from staff Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Enhance professional learning communities/instructional planning meetings where teachers, administrators, and support specialists are continually talking about data, instruction, and best practices to improve student performance. Strategy's Expected Result/Impact: Planning Meeting/PLC Agendas DIIGS Data Analysis Forms Performance Matters Data Analysis Staff Responsible for Monitoring: Campus Administrators Campus Instructional Specialists Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









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

Performance Objective 4: Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflect the FRE student population

Summative Evaluation :

Evaluation Data Sources: Maintain our current level of 70% staff diversity. Increase the percentage of Hispanic teaching staff. Increase the number of male teaching staff.

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
Strategy 1: Develop systemic hiring protocol to identify candidates Strategy's Expected Result/Impact: Increased hiring of male and Hispanic teaching staff.	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 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 parent involvement in PTA; increased involvement in volunteer opportunities through the VOLY system. Survey results from Title 1 Parent survey. Implementation of the Home Visit Project. Host a variety of activities throughout the school year, meet teacher, parent-teacher conferences, book fair, open house, mom/dad celebrations, school festivals. During the day parents can join their child for lunch throughout the week.

Summative Evaluation: Met Objective

Next Year's Recommendation: Conitnue to engage in community outreach to bring on more businesses.



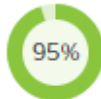





Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Plan and implement opportunities for parents to be involved in and participate in activities at the campus i.e. Meet the Teacher Night, Multi-Cultural Night, Reading Night, Math/Science, and Technology Night, Parent Conferences, etc. Strategy's Expected Result/Impact: Increase positive response on Title One parent survey. Staff Responsible for Monitoring: Administrators Parent and Family Engagement Specialist Campus Reading Specialist Campus Math Specialist LITE				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</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: Use of Blackboard Connect Data to track percentage of messages received by families through text, email, and phone calls. Use survey results from Title 1 Parent Survey. Use school marquee and website to communicate school events.

Summative Evaluation: Met Objective







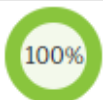
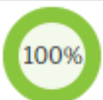




Strategy 1 Details	Reviews			
Strategy 1: Utilize Electronic Newsletter, marquee, Blackboard Connect, Twitter, Remind, Peach Jar and Friday Folders to share campus communications with parents and stakeholders Strategy's Expected Result/Impact: Increase positive responses on campus climate survey regarding campus communication. Staff Responsible for Monitoring: Administrators Office Staff Materials Center Clerks	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 3: Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations

Evaluation Data Sources: Catalog of volunteer hours, names, organizations, locations. Active outreach to community businesses through Richardson Chamber of Commerce. Involve RISD school community (BHS programs) to volunteer and support students and school events

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Use of Voly.com to advertise volunteer opportunities to school community. Strategy's Expected Result/Impact: Increase the number of opportunities for community members to participate in school activities. Staff Responsible for Monitoring: Administrators Counselors Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide virtual and Face to Face Career Day Opportunities through STEM, iDREAM and Counselor created Career Day. Strategy's Expected Result/Impact: Increase student access to information about careers through interaction with community members. Staff Responsible for Monitoring: Administrators Counselors Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	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 our district.

Performance Objective 4: Continue campus participation and increase family partnerships with PTA.

Evaluation Data Sources: Maintain Forestridge PTA Membership, 100% staff participation. PTA outreach to community businesses. PTA outreach to FRE families using Smore newsletters, recognizing new members, holding a one-week PTA drive offering incentives to join

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Share the benefits of PTA membership with parents and staff and offer increased opportunities for parents and community members to join the PTA. Strategy's Expected Result/Impact: Increased Forestridge PTA membership Staff Responsible for Monitoring: Administrators FRE PTA Membership Chairperson Funding Sources: - 199 - General Fund	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 5: Foster and promote partnerships with community partners and businesses

Evaluation Data Sources: Maintaining and increased business and community partners. Whispering Hills HOA, CARE Church, Dallas PD, Kappa Alpha Psi Fraternity, Rock Corvette Group, Jumpin Jacks Entertainment, Kona Ice, 104.5 and 97.9 The Beat.













Summative Evaluation: Met Objective

Strategy 1 Details		Reviews			
Strategy 1: Identify and seek out opportunities to work with businesses and community partners to support the campus goals and initiatives. Strategy's Expected Result/Impact: Maintained or increased number of campus business or community partners Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund		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 4: We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

Performance Objective 6: Identify a communication plan to inform parent of bullying incidents

Evaluation Data Sources: Increased parent awareness of bullying prevention policy. Shared information from "Live Wise Live Healthy" flyers and posted in FRE Facts. Include information in Student handbook. Parent informed within one day of completions of "what happened" that a bullying investigation has begun.









Strategy 1 Details	Reviews			
Strategy 1: Present campus bullying procedures on Blackboard Connect and include the procedure in the Parent/Student Handbook. Strategy's Expected Result/Impact: Campus Parent survey will indicate an increase in positive responses of parents who are aware of the campus bullying procedure. Staff Responsible for Monitoring: Administrators Librarian Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Upon report of bullying incident, the campus will follow the campus/district bullying procedures and complete the Bullying Report form, documenting the parent contact. Strategy's Expected Result/Impact: Campus Bullying Form parent contact documentation Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund	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 our district.

Performance Objective 7: Consistently and effectively enforce discipline and behavior expectations through PBIS and CHAMPS.

Evaluation Data Sources: Teacher Climate Survey, PBIS Discipline data, and Focus discipline data. Counselor supports restorative interventions. Encourage students to show pride using PRIDE tickets, rewards and behavior t-shirts. Recognize and reward student attendance

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Implement PBIS, CKH, SEL, Restorative Circles, Morning Meetings, CHAMPS, 2nd Step, Teaching Trust, professional development and strategies to help address expectations for managing disruptive behavior. Strategy's Expected Result/Impact: Increase positive responses on the Teacher Climate survey from 33% to 65% Staff Responsible for Monitoring: Administrators Teachers Paraprofessionals Funding Sources: - 199 - General Fund, - 211 - Title I, Part A - \$0	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 8: Improve Campus Morale

Evaluation Data Sources: Teacher Climate Survey, monthly celebrations, acknowledge teacher efforts. Display and celebrate staff birthday by month. Staff of the month reward. 4 times a year, rolling cart treats. Recognize and reward Staff attendance

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: Implement frequent, fun activities, such as Goodie Day, Secret Santa, and Valentine's Buddy, staff recognition/affirmations, implement distributive leadership, and Teacher Prides to improve staff morale. Strategy's Expected Result/Impact: Increase positive response on Campus Climate Surveys from 33% to 50% Staff Responsible for Monitoring: Administrators Instructional Leadership team Office Staff Funding Sources: - 199 - General Fund	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. Train all staff that handles money

Evaluation Data Sources: Review of campus fiscal data, Title one Allocation Data and data on in-kind contributions.

Summative Evaluation: Met Objective

















Strategy 1 Details	Reviews			
Strategy 1: Campus will identify and apply for various grants to support professional development and additional school resources. Strategy's Expected Result/Impact: Campus will seek to procure additional funding to support instructional and professional growth for students and teachers. Staff Responsible for Monitoring: Administrator Executive Assistant TEA Priorities: Recruit, support, retain 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 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 2: Campus will review fiscal audit and make needed adjustments based on adherence to district FIRST rating.

Evaluation Data Sources: Revenue generated from federal, state and competitive grant programs.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Complete the monthly trial balance for each fund. Strategy's Expected Result/Impact: School budget will be balanced between expenditures and deposits. Staff Responsible for Monitoring: Administrators Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Balancing the fund based upon deposits and accounts payable to ensure fiscally responsible, effective, and efficient transactions. Strategy's Expected Result/Impact: Ensure that the school adheres to the District FIRST rating for fiscal responsibility. Staff Responsible for Monitoring: Administrators Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Maintain invoices and proper documentation to ensure adherence to district accounting protocols. Strategy's Expected Result/Impact: Ensure that the school adheres to the District FIRST rating for fiscal responsibility. Staff Responsible for Monitoring: Administrators Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: School will review budget to determine fiscal efficiency.

- Evaluation Data Sources:** Title 1 Funds Analysis, Operating Budget Review,
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Continue to seek funding opportunities for the campus.



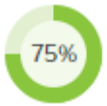









Strategy 1 Details	Reviews			
Strategy 1: Running funds available report to ensure that purchases adhere to budget limits. Strategy's Expected Result/Impact: Ensure the school is not out of compliance with District FIRST rating or over budget. Staff Responsible for Monitoring: Administrators Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
	N/A	<div><div></div>85%</div>	<div><div></div>95%</div>	<div><div></div>100%</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 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 all students and staff

Evaluation Data Sources: Review feedback, such as surveys from all stakeholders, get insight and feedback from the instructional leadership team, responsive services from school counselors

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Conduct Standard Response Protocol training for students and staff implement 4 "I Know What to Do Days" in September, November, January and March. Strategy's Expected Result/Impact: 100% of teachers and students and staff will know what to do during a drill or emergency. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Inform parents about the Standard Response Protocols and safety drills through school meetings, newsletter and Blackboard Connect calls Strategy's Expected Result/Impact: Campus climate survey will indicate an increase in parents who agree and strongly agree that they are aware of campus safety procedures and drills. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: The campus will notify parents that a safety drill has been conducted via the Blackboard Connect message system following each safety drill. Strategy's Expected Result/Impact: Campus climate survey will indicate an increase in parents who agree and strongly agree that they were notified when campus safety drills were conducted. Staff Responsible for Monitoring: Administrators Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 4 Details	Reviews			
Strategy 4: The campus will create a calendar for conducting monthly safety drills. Strategy's Expected Result/Impact: The CIP quarterly update and campus drill log will indicate that drills were conducted monthly. Staff Responsible for Monitoring: Administrators Office Staff Campus Emergency Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: All visitors to the school during normal school hours will be entered into the Raptor system before allowed in. Strategy's Expected Result/Impact: This will ensure all visitors coming in are approved. Staff Responsible for Monitoring: Admin 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: Promote the mission for "Live Wise, Live Healthy" and character development during guidance lessons, I Know What To Do Week Aug.29th-Sept.2nd , stay current with safety drills and documentation, complete expectations set by the fire inspector

Evaluation Data Sources: Documentation for safety drills and I Know What To Do Day and the fire inspector

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Promote social emotional wellness for students and staff with the use of monthly Live Wise, Live Healthy themes. Strategy's Expected Result/Impact: Staff and students understand where to go for support with social emotional issues in the building. Staff Responsible for Monitoring: Administration Counselors Teachers Title I: 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 6: We will ensure that our facilities and infrastructure adapt to support our mission.

Performance Objective 3: Communicate ongoing safety protocols to all stakeholders via email, Group me app, Remind app, Blackboard, and Informacast

Evaluation Data Sources: View the status regarding the number of stakeholders that are being reached with the communication apps and strategies

Summative Evaluation: Met Objective

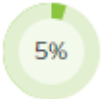









Strategy 1 Details	Reviews			
Strategy 1: View the status regarding the number of stakeholders that are being reached with the communication apps and strategies	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>85%</div>	<div><div></div>95%</div>	<div><div></div>95%</div>	<div><div></div>100%</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 6: We will ensure that our facilities and infrastructure adapt to support our mission.

Performance Objective 4: Meet state and district requirements for the implementation of all safety drills

Evaluation Data Sources: Safety drill schedule. Safety drill log.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Ensure all data submitted to the fire inspector and director for safety/security is accurate and ensure all stakeholders are prepared in the event of an emergency	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
Strategy 2: Safety Week (August 29 - September 2) campuses will participate in Evacuate, Hold and Secure, Lockdown, Shelter in Place and Fire drills Strategy's Expected Result/Impact: Students and teachers will be aware of expectations for each emergency procedure. Staff Responsible for Monitoring: Administrators	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 5: Update CIP quarterly to show progress; November 18; January 27; March 31; June 9









Evaluation Data Sources: Review of CIP and tracking quarterly progress with anecdotal notes and dates of events toward completion.

Summative Evaluation: Met Objective

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

Performance Objective 6: Ensure all staff, students, and parents are aware of the proper dress code at school.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Notify parents, students and school community of dress code expectations via newsletter, website and blackboard calls. Strategy's Expected Result/Impact: All school stakeholders will know and understand the dress code requirements and our uniform policy. Staff Responsible for Monitoring: Administrators, Counselors, 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>				

Title I

1.1: Comprehensive Needs Assessment

Forestridge Elementary has conducted a detailed comprehensive needs assessment based on STAAR performance, and student assessment reports, in addition to failure rates, number of commended students, and improvement reports. PBMAS data, as well as general student, faculty, parent and community surveys were utilized in the development of the overall assessment. For general education and special programs, the data was disaggregated for all population groups. Individual students' strengths and weaknesses were identified by disaggregating STAAR data by grade level, subject area, and objectives.

The needs assessment also consisted of identifying the needs for all subject areas, grade levels and each special program, while considering the six areas of decision making, (planning, curriculum/instruction, staffing, staff development, school organization, budgeting). Federal entitlement programs for at-risk students', safe and drug-free schools, and innovative programs have also been evaluated for effectiveness and areas of improvement.

The Campus Improvement Plan was reviewed and revised based on the achievement of specific goals and objectives needed to address areas of concern. The revisions are based upon information collected from faculty, students, parents, and business and community representatives. As a result of the review and data analysis, the current Campus Improvement Plan reflects strategies to strengthen the core academic program and address professional development needs of the instructional staff, with measurable achievement goals for each low-achieving student group identified.

Forestridge has a specific need to improve academic performance in reading and mathematics for the Emergent Bilingual population as well as the students who qualify for Special Education Services. There is also a strong need to retain experienced teachers as there has been a high percentage of teachers who have left the campus. All these factors have impacted the academic program.

2.1: Campus Improvement Plan developed with appropriate stakeholders

Through School Based Decision Making Committee, Title One decisions are made with the input of all stakeholders, parents, teachers, community members and students from Student Council.

2.2: Regular monitoring and revision

Regular monitoring of student progress is made monthly through MTSS meetings. Teachers and Administrators look at MAP, IXL, QSA and STAAR data to determine student growth levels and plan for extensions or interventions.

2.4: Opportunities for all children to meet State standards

Students will participate in a regular Saturday Academy to ensure that they have opportunities to meet State Standards as required by House Bill 4545.

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Amanda Dinwiddie	Campus Reading Specialist		100
Connie Hershey	Instructional Coach		100
Shannon Jung	Campus Math Specialist		100