

Richardson Independent School District
Merriman Park Elementary
2022-2023 Campus Improvement Plan



Mission Statement

At Merriman Park Elementary, we build meaningful relationships within our community of learners, educators, and stakeholders. We collaborate to find the most effective and engaging ways to help our student grow.

Vision

Hand- in- Hand, we all learn!

Value Statement

Connections- Innovation- Integrity- Inclusiveness to all

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Merriman Park Elementary is an elementary school with a diverse student population of about 530 students, Kindergarten through 6th grade. Approximately 46% of the Merriman Park Elementary population is White/Non-Hispanic. 29% of our MPE students are African American/Non-Hispanic, 19% of our students are Non-Hispanic, 3% multiple race, and 2% Asian. Our excellent attendance and discipline rates reflect the wonderful staff, students, parents, and community that make Merriman Park Elementary a wonderful learning environment for all students. We have a very involved and active PTA and community engagement which all contribute to making MPE the school that it is.

Student Achievement

Student Achievement Summary

Merriman Park Elementary embraces the challenges with a specific focus on improving scores for all students. MPE staff will participate in RISD additional training opportunities, embedded professional development in Professional Learning Communities, and in ongoing support/feedback from district partners. Teachers in grades K and 1 participated in the Texas Reading Academies in the 2021-22 school year, which is continuing on to 2nd and 3rd grade this year. Merriman Park will wholeheartedly support the district vision of all students reading on grade level by third grade and all students experiencing at least a year's growth. The majority of the students demonstrate growth on MAP assessments from BOY to EOY.

School Culture and Climate









School Culture and Climate Summary

Overall, Merriman Park students enjoy coming to school and believe the campus is a safe and nurturing environment. We have implemented a positive behavior system and school wide expectations for all common areas. This past year, students were recognized for positive behavior with positive Panther Pat awards. This year, MPE will continue to implement SEL campus-wide. We embrace the challenge of developing a schoolwide expectation for manners, mutual respect, and following directions. CHAMPS will also be at the heart of our PBIS classroom plan. In addition, Merriman Park has instituted the Paw Bucks - a positive reward system for increasing student confidence, leadership, and responsibility in the classroom. Students assist in the development of our Safety Committee. Students honor the MPE expectations and earn quarterly incentives.

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: Staff will be trained on the graduate profile and be provided on-going professional development for implementing the 5 student competencies.

Strategy 1 Details	Reviews			
Strategy 1: Staff will review the graduate profile during back to school PD, a fall, and a spring PD session Strategy's Expected Result/Impact: Staff	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 2: MPE will increase extra-curricular participation, providing opportunities for students to participate in clubs such as Beta club, choir, ORAF club, UILA+

Evaluation Data Sources: number of students on club rosters

Strategy 1 Details	Reviews			
Strategy 1: MPE staff will provide opportunities for students to participate in clubs such as Beta club, choir, ORAF club, UILA+, Noetic Math Strategy's Expected Result/Impact: Students find creative outlets Staff Responsible for Monitoring: admin	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 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: MPE will have a clear and consistent implementation of district discipline management plan, including regular training on PBIS and CHAMPs strategies.

Strategy 1 Details	Reviews			
Strategy 1: Staff will be trained about PBIS, CHAMPS, and come up with campus-wide incentives such as Paw-Bucks, Panther-Pats Strategy's Expected Result/Impact: consistent discipline management implementation, fewer ISS incidents Staff Responsible for Monitoring: admin	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: MPE Staff will be trained on bully prevention, harassment, and dating violence.

Strategy 1 Details	Reviews			
Strategy 1: Staff will be equipped to recognize bully behavior, harassment and dating violence Strategy's Expected Result/Impact: staff education Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students will be trained on bully prevention measures, including lessons on how to report bully behavior. Additionally, parents will be communicated with timely when a report of bully behavior has been made. Strategy's Expected Result/Impact: Fewer instances of bully behavior Staff Responsible for Monitoring: admin	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 5: LITE and classroom teachers will review internet safety lessons and digital citizenship expectations ongoing throughout the year.









Evaluation Data Sources: Training dates

Strategy 1 Details	Reviews			
Strategy 1: Staff will use current technology platforms to train students about digital citizenship Strategy's Expected Result/Impact: Students will responsibly use technology Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> 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 6: MPE will monitor student data reports in an effort to monitor immunization compliance of the student body.









Evaluation Data Sources: Nurse reports

Strategy 1 Details	Reviews			
Strategy 1: Nurse will consistently check shot records of incoming students Strategy's Expected Result/Impact: healthy student body Staff Responsible for Monitoring: nurse	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> 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 7: MPE will monitor student absence information in order to monitor communicable disease issues.

Evaluation Data Sources: Nurse reports

Strategy 1 Details	Reviews			
Strategy 1: Nurse will monitor absences related to communicable diseases in compliance with district expectations Strategy's Expected Result/Impact: Healthy student population Staff Responsible for Monitoring: nurse	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 75%	 85%	 100%
<div>0% No Progress</div> <div>100% Accomplished</div> <div>Continue/Modify</div> <div>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 8: Campus Emergency Response Team (ERT) will conduce AED drills each semester in an effort to be prepared and respond quickly if a cardiac event should occur on campus.









Evaluation Data Sources: drill reports

Strategy 1 Details	Reviews			
Strategy 1: AED Drills will be conducted in compliance Strategy's Expected Result/Impact: staff confident to respond in a medical crisis Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>20%</div>	<div><div></div>50%</div>	<div><div></div>100%</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 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: All faculty and staff will be training on Suicide/Substance abuse prevention and intervention training.

Evaluation Data Sources: training sign in/compliance check list

Strategy 1 Details	Reviews			
Strategy 1: Staff will attend counselor training as well as complete the Region 10 compliance bundle. Strategy's Expected Result/Impact: staff to be highly educated about current topics Staff Responsible for Monitoring: admin	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: MPE will utilize Advisory Programing from 7:50-8:15 at the start of each day to support students' social, emotional, and academic growth.

Evaluation Data Sources: classroom schedules, Sanford Harmony Scope and Sequence

Strategy 1 Details	Reviews			
Strategy 1: Staff will be trained to utilize resources, such as Samford Harmony, to build community in their classrooms in order to positively impact student social and emotional growth. Strategy's Expected Result/Impact: Students grow in all areas Staff Responsible for Monitoring: admin, teachers	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 65%	<div><div></div></div> 100%	<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 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: MPE will work with parents on transition plans to ensure a smooth transition from elementary to Junior High.

Strategy 1 Details	Reviews			
Strategy 1: Counselor will provide information to parents regarding course work, FMJH for a Day participation Strategy's Expected Result/Impact: smooth transition to the next level Staff Responsible for Monitoring: counselor, admin	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 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: Campus Pathways to equity will be developed based on campus needs









Evaluation Data Sources: Campus to Pathway equity statement.

Strategy 1 Details	Reviews			
Strategy 1: Campus Equity Liasion will work with staff to develop campus pathways to equity statement, focused on closing the achievement gap for our economically disadvantaged students Strategy's Expected Result/Impact: building an inclusive environment at MPE Staff Responsible for Monitoring: admin	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: Staff will have ongoing training utilizing TRS, Lead4ward instructional strategies will answering the 4 PLC questions: What do we want students to learn, how will we know they have learned it, what will we do if they haven't learned it, and what will we do if they already know it.













Evaluation Data Sources: ILT planning of Lead4Ward strategies, PLC notes

Strategy 1 Details		Reviews			
Strategy 1: ILT will provide on-going PD and do subsequent walk throughs to provide feedback on strategies Strategy's Expected Result/Impact: High levels of student engagement Staff Responsible for Monitoring: 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 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: We will increase the number of students moving from "approaches" to "meets" in all tested areas, indicating growth according to STAAR.

Evaluation Data Sources: STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Instructional staff, including admin, IC, CRS, CMS will work with teachers during regular PLC to analyze data to make instructional decisions to target student needs. Strategy's Expected Result/Impact: Student scores will continue to increase on standardized testing Staff Responsible for Monitoring: admin Title I: 2.4 Funding Sources: CRS - 211 - Title I, Part A, CMS - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will implement specific iTime plans to meet with small groups of students, providing targeted instruction based on their needs as identified on MAPs, mClass, etc. Strategy's Expected Result/Impact: all students will demonstrate growth, regardless of achievement level Staff Responsible for Monitoring: admin and ILT Title I: 2.4	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 3: We will implement strategies, such as K-3 teachers completing TRA, regular PLC planning with RLA teachers and our CRS, and utilizing resources such as LLI for intervention, to address students reading on grade level.









Evaluation Data Sources: PD sessions, weekly lesson plans

Strategy 1 Details	Reviews			
Strategy 1: Subs will be provided for teachers to have concentrated time spent on TRA with the support of our RLA staff, extended planning with PLC prior to new units Strategy's Expected Result/Impact: teachers will be equipped to deliver quality Tier 1 instruction Staff Responsible for Monitoring: admin Title I: 2.5 - TEA Priorities: Build a foundation of reading and math Funding Sources: Substitues - 211 - Title I, Part A - \$5,000	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 75%	<div><div></div></div> 85%	<div><div></div></div> 100%	<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 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 4: We will utilize our reading interventionist to provide targeted intervention for Tier 3 reading students.













Evaluation Data Sources: Decrease number of students in Tier 3

Strategy 1 Details	Reviews			
Strategy 1: PLC will identify students in need of targeted reading instruction and work together to develop targeted intervention Strategy's Expected Result/Impact: raise student reading achievement Staff Responsible for Monitoring: ILT Title I: 2.4	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 5: Accelerated Learning Plans will be utilized to address students who did not pass STAAR. Staff will utilize Think Up Math, Science, and Reading resources daily during iTime instructional block.









Evaluation Data Sources: unit PAs

Strategy 1 Details	Reviews			
Strategy 1: MPE will utilize paid tutors, who are certified teachers, to support student intervention or enrichment, depending on targeted needs as identified on STAAR, MAP, and mClass Strategy's Expected Result/Impact: Increase percentage of students passing STAAR Staff Responsible for Monitoring: admin Title I: 2.4 Funding Sources: Extra Duty Pay for tutors - 211 - Title I, Part A - \$15,000	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: CMS, CRS, and IC will work with classroom teachers to plan tutoring groups with grade-level materials. Strategy's Expected Result/Impact: increase the number of students passing STAAR Staff Responsible for Monitoring: ILT Title I: 2.4	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: Teachers will attend STAAR 2.0 building readiness PD session in order to understand the new design of STAAR as well as learn tools they can use to provide consistent practice for students.


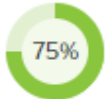






Evaluation Data Sources: PD session, walk through, student PA results

Strategy 1 Details		Reviews			
Strategy 1: Teachers will attend STAAR 2.0 PD led on campus to understand the new design and rigor of questions. PLCs will work together to create assessments for students that are formatted similar to STAAR 2.0 using a variety of platforms, such as eduphoria, nearpod, google slides, etc. Strategy's Expected Result/Impact: Students are prepared for STAAR Staff Responsible for Monitoring: ILT Title I: 2.4		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 7: Counselor will utilize Naviance with 6th graders as they prepare for junior high transitions.









Evaluation Data Sources: counselor plans/attendance

Strategy 1 Details	Reviews			
Strategy 1: Counselor will utilize Naviance with 6th graders as they prepare for junior high transitions. Strategy's Expected Result/Impact: Students will be prepared for transition Staff Responsible for Monitoring: 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 8: Teachers will work with PLC and seek parent input to identify students to refer for GT services.









Evaluation Data Sources: Percentage of students identified for GT services

Strategy 1 Details	Reviews			
Strategy 1: PLC will collaborate to identify and support students in the GT referral process by reviewing MAPs scores, student work samples, and collaboration with the ALT teacher. Strategy's Expected Result/Impact: Increased GT identification Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
	 75%	 100%	 100%	 100%
<div>0% No Progress</div> <div>100% Accomplished</div> <div>Continue/Modify</div> <div>Discontinue</div>				

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

Performance Objective 9: Staff will participate in all required PD related to GT services.









Evaluation Data Sources: transcripts, training sign in

Strategy 1 Details		Reviews			
Strategy 1: Staff will participate in PD to gain knowledge of how to serve GT students. Campus ALT will collaborate with staff and provide necessary training. Strategy's Expected Result/Impact: Staff is prepared to provide enrichment for all learners Staff Responsible for Monitoring: admin		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: MPE will have a high attendance percentage









Evaluation Data Sources: attendance records, A2A reports

Strategy 1 Details	Reviews			
Strategy 1: Students with strong attendance records will be regularly recognized at quarterly assemblies. Staff will regularly communicate with families with attendance concerns and make efforts to increase regular attendance. Strategy's Expected Result/Impact: Increase in attendance rate Staff Responsible for Monitoring: admin	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 11: Parents and students will have opportunity to learn about MAP assessment and how the data is used to support student learning.









Evaluation Data Sources: fliers, parent ed evening sign in

Strategy 1 Details	Reviews			
Strategy 1: Teachers will host fall conferences to review MAP assessment and targeted growth with parents. Evening and afternoon conference times will be provided. Strategy's Expected Result/Impact: increase partnership between home and school Staff Responsible for Monitoring: admin Title I: 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% 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 12: Teachers will utilize MAP data to plan for targeted small group instruction.

Evaluation Data Sources: PD, small group plans

Strategy 1 Details	Reviews			
Strategy 1: PLC will analyze MAP data to determine small groups and plan for targeted instruction. Staff will utilize a variety of resources to plan for groups, such as Think Up!, iXL, etc. Strategy's Expected Result/Impact: student growth on MAPs Staff Responsible for Monitoring: ILT Title I: 2.5 Funding Sources: teaching materials - 199 - State Compensatory Education - \$2,981	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 13: ELLs will meet all passing standards in Reading, Writing, and Speaking on TELPAS.

Strategy 1 Details		Reviews			
Strategy 1: ESL teacher will collaborate with classroom teachers on implementing ELPS strategies on a regular basis Strategy's Expected Result/Impact: EL students will show progress on TELPAS		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 14: MPE will follow an RTI/MTSS process that utilized Branching minds

Evaluation Data Sources: Branching Minds Tier and intervention reports

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

Performance Objective 15: Staff will attend PD about utilizing Branching Minds as a platform to both identify students in need of Tier 3 intervention and provide documentation of interventions implemented

Evaluation Data Sources: Tier 3 student lists

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









Performance Objective 16: Staff will meet with MTSS committee to review students progress in Tier 3 interventions, and recommend referral for evaluations as needed

Evaluation Data Sources: MTSS notes

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

Performance Objective 1: Merriman Park will support the district's mentoring program and supplement those efforts to support new district/school staff.









Evaluation Data Sources: Meeting minutes from "Panther U" and "Mentor 101." Additionally, there will be mentor and mentee notes that can be reviewed.

Strategy 1 Details	Reviews			
Strategy 1: Merriman Park will support the district's mentoring program and supplement those efforts to support new district/school staff though "Panther U" and "Mentor 101." Strategy's Expected Result/Impact: New Staff will have quality support Staff Responsible for Monitoring: ILT 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 3: We will recruit, retain and reward quality personnel.

Performance Objective 2: Merriman Park continues to provide PD in all curricular areas supporting TRS and Lead4ward strategies to improve student engagement and learning.









Evaluation Data Sources: We will post slide shows used so staff can refer back as needed, keep logs of PD meetings to show topics as well a personnel attending.

Strategy 1 Details	Reviews			
Strategy 1: ILT will provide ongoing PD during weekly team time meetings and follow up with specific feedback observed related to training Strategy's Expected Result/Impact: High levels of student engagement noted on walk through observations Staff Responsible for Monitoring: admin	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: Merriman Park will continue to provide campus PD for staff to support students with disabilities to ensure compliance and for the benefit of all students.









Evaluation Data Sources: We will post slide shows used so staff can refer back as needed, keep logs of PD meetings to show topics as well a personnel attending.

Strategy 1 Details	Reviews			
Strategy 1: Campus SPED and ISS will provide training to staff related to providing differentiated instruction to meet student needs. Strategy's Expected Result/Impact: Staff equipped to serve all students Staff Responsible for Monitoring: admin	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 4: Merriman Park will utilize the district walk through forms and protocols to give intentional, specific feedback for teacher growth.









Evaluation Data Sources: The data will be input into the district system as well as utilizing ILT for additional teacher feedback and support using a simplified form for targeted areas of campus growth.

Strategy 1 Details		Reviews			
Strategy 1: Admin will target at least 5 walk throughs a week to provided specific feedback on campus instructional goals. Strategy's Expected Result/Impact: majority teachers performing at "proficient" level or higher on T-TESS Staff Responsible for Monitoring: admin		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress	 Accomplished	 Continue/Modify	 Discontinue

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

Performance Objective 5: Merriman Park will put strategies in place to retain both professional and auxiliary staff.













Evaluation Data Sources: Regular recognition of faculty and staff at meetings. Providing regular treats and other recognition for staffs' dedication from ILT and PTA.

Strategy 1 Details	Reviews			
Strategy 1: Staff will be regularly recognized for their value at staff meetings. Strategy's Expected Result/Impact: Staff will feel valued in the workplace Staff Responsible for Monitoring: admin TEA Priorities: Recruit, support, retain teachers and principals	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 6: Merriman Park will use teacher competencies to recruit and retain quality personnel.









Evaluation Data Sources: T-TESS evaluations

Strategy 1 Details	Reviews			
Strategy 1: While going through the TTESS process we will regularly refer to the different competencies and levels within the competencies. While interviewing potential new staff the rubric for interviews will have questions that reflect and refer to TTESS. Strategy's Expected Result/Impact: Highly qualified personnel will remain employed on campus Staff Responsible for Monitoring: admin TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Staff will attend PD related to the Teacher competencies and make personal reflections on their progression Strategy's Expected Result/Impact: Increase staff reflective practices Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 7: Merriman Park will work with staff to respect and better understand all types of diversity as well as provide trainings and opportunities to be more comfortable working with various groups.













Evaluation Data Sources: Merriman Park staff will have access to a variety of verified and approved resources to work towards individual and group diversity goals.

Strategy 1 Details	Reviews			
Strategy 1: Equity Liaison will offer on-going PD opportunities for staff to attend as they choose. Strategy's Expected Result/Impact: Staff learns to collaborate with each other regardless of background Staff Responsible for Monitoring: admin	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, business and community partners are fully engaged in the mission of our district.

Performance Objective 1: Staff will regularly communicate with campus stakeholders









Evaluation Data Sources: blackboard connect usage reports

Strategy 1 Details	Reviews			
Strategy 1: Staff will utilize a variety of tools: Blackboard Connect Mass Notifications, Remind101, Smore newsletter tools, and campus website to consistently communicate with families Strategy's Expected Result/Impact: strong home to school communication Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: MPE will work to be creative with avenues to communicate and market our school brand, such as smore, twitter, facebook, blackboard connect Strategy's Expected Result/Impact: recognizable school branding Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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









Performance Objective 2: MPE staff will participate with PTA

Evaluation Data Sources: membership numbers

Strategy 1 Details	Reviews			
Strategy 1: MPE will strive for 100% staff membership in PTA, one voice for every child, and efforts to develop a strong partnership with the MPE PTA. Strategy's Expected Result/Impact: high staff involvement Staff Responsible for Monitoring: admin	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, business and community partners are fully engaged in the mission of our district.









Performance Objective 3: MPE will utilize campus surveys to develop campus goals, specifically to teacher morale and campus discipline

Strategy 1 Details	Reviews			
Strategy 1: MPE committees will review survey results to develop specific practices to address teacher morale and consistent campus discipline practices Strategy's Expected Result/Impact: increased teacher morale Staff Responsible for Monitoring: admin	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, business and community partners are fully engaged in the mission of our district.

Performance Objective 4: MPE will work with stakeholders to provide parent engagement opportunities for all stakeholders









Evaluation Data Sources: Family Sign in Sheet

Strategy 1 Details	Reviews			
Strategy 1: MPE staff will partner with PTA to host events, such as Title 1 Overview, Family Fitness night in October, Musical Showcase in December, Multi-culture Night in February, Literacy Awareness in March. Strategy's Expected Result/Impact: increased opportunities for parents to participate Staff Responsible for Monitoring: admin Title I: 4.1 Funding Sources: Parent Engagement Materials - 211 - Title I, Part A - \$1,206	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, business and community partners are fully engaged in the mission of our district.

Performance Objective 5: MPE will work with PTA in developing partnerships with local businesses and community partners.









Evaluation Data Sources: Sparky Booster Club

Strategy 1 Details	Reviews			
Strategy 1: MPE and PTA work with Sparky Boosters to develop community partnerships Strategy's Expected Result/Impact: increased community partnerships Staff Responsible for Monitoring: admin	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, business and community partners are fully engaged in the mission of our district.

Performance Objective 6: MPE will provide opportunities for volunteers to regularly support students on campus









Evaluation Data Sources: monthly voly reports

Strategy 1 Details	Reviews			
Strategy 1: MPE will utilize Voly on at least a monthly basis to provide volunteer opportunities for community stakeholders to participate in activities which positively impact students at MPE. Strategy's Expected Result/Impact: increased opportunities to have volunteers on campus Staff Responsible for Monitoring: admin	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: MPE will identify grants as needed for resources on campus.













Evaluation Data Sources: grant request forms

Strategy 1 Details		Reviews			
Strategy 1: MPE will work with PTA in developing partnerships with local businesses and community partners. Strategy's Expected Result/Impact: increased funds Staff Responsible for Monitoring: admin		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: MPE Staff will properly handle money









Evaluation Data Sources: back to school and on-going PD for executive assistant and staff, regular audits

Strategy 1 Details	Reviews			
Strategy 1: MPE will provide training and support for all staff processing POs. sub payment, etc. to ensure staff are following proper policies and procedures Strategy's Expected Result/Impact: fiscal responsibility	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: MPE staff will attend bi-annual training for proper money handling procedures in August and in January Strategy's Expected Result/Impact: proper money handling Staff Responsible for Monitoring: admin	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: Staff who directly order/receive goods will be trained in proper procurement procedures.









Evaluation Data Sources: PD sign in

Strategy 1 Details	Reviews			
Strategy 1: Staff will be provided on-going training to ensure proper procurement procedures are followed Strategy's Expected Result/Impact: responsible use Staff Responsible for Monitoring: amin	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 4: Expenditures will support student outcomes, teacher morale, and retention









Evaluation Data Sources: expense reports

Strategy 1 Details	Reviews			
Strategy 1: Admin will look for creative ways to support students, such as the Paw Bucks store Strategy's Expected Result/Impact: Boost teacher morale	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 infrastructures adapt to support our mission.

Performance Objective 1: Merriman Park will conduct "I Know What to do Day" in accordance with district policies to ensure the safety of its staff and students.









Evaluation Data Sources: Staff will record times and keep logs of the different drills were conducted and the results. Additionally the results will be shared with the district's safety and security.

Strategy 1 Details	Reviews			
Strategy 1: Staff will record times and keep logs of the different drills were conducted and the results. Additionally the results will be shared with the district's safety and security. Strategy's Expected Result/Impact: A campus full of students and staff that know what to do when the need arises. Staff Responsible for Monitoring: Campus administrators	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 75%	 85%	 100%
<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 infrastructures adapt to support our mission.

Performance Objective 2: Merriman Park will openly communicate with students, staff, and parents the safety protocols in place on campus and update all stakeholders when changes are made.









Evaluation Data Sources: The power point presentations and written documents will be stored in hard and soft copies and made available upon request to interested stakeholders.

Strategy 1 Details	Reviews			
Strategy 1: Logs of all communications will be kept and made available upon request to help interested parties. Strategy's Expected Result/Impact: A safe and secure campus Staff Responsible for Monitoring: Campus administrators	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 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 3: Merriman Park will communicate safety drills through "informacast" and other systems to keep parents and staff aware of when they will happen.









Evaluation Data Sources: Informacast stores a history of the drills the campus conducts. Additionally, the campus keeps a hard copy of planned drill dates.

Strategy 1 Details	Reviews			
Strategy 1: A record of all dates, including a history of drills conducted will be maintained. Strategy's Expected Result/Impact: A campus full of staff and students that know what to do in case of emergency. Staff Responsible for Monitoring: Campus administrators and district security personnel	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 6: We will ensure that our facilities and infrastructures adapt to support our mission.

Performance Objective 4: Merriman Park will participate in RISD's "Safety Week" conducting Evacuate, Hold, and Secure, Lockdown, Shelter in Place and Fire drills.









Evaluation Data Sources: All drills will be reported and conducted through informacast. The school openly communicates with staff and parents about the drills.

Strategy 1 Details	Reviews			
Strategy 1: All drills will be reported and conducted through informacast. The school openly communicates with staff and parents about the drills. Strategy's Expected Result/Impact: Staff and students will know what to do when emergency situations arise throughout the school year. Staff Responsible for Monitoring: Campus administrators and staff as well as district security personnel	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 infrastructures adapt to support our mission.

Performance Objective 5: Merriman Park will conduct monthly safety drills to ensure students and staff are prepared in case an emergency arises during an actual school day.









Evaluation Data Sources: All drills will be reported and conducted through informacast. The school openly communicates with staff and parents about all drills.

Strategy 1 Details	Reviews			
Strategy 1: All drills will be reported and conducted through informacast. The school openly communicates with staff and parents about all drills. Strategy's Expected Result/Impact: Staff and students will know what to do in emergency situations on campus throughout the year when drilling and if an actual event occurs. Staff Responsible for Monitoring: Campus administrators and district security personnel	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 infrastructures adapt to support our mission.

Performance Objective 6: Merriman Park will regularly update the CIP (November 18, 2022; January 27, 2023; March 31, 2023; June 9, 2023)









Evaluation Data Sources: The CIP is public record and can be reviewed by interested parties at any time.

Strategy 1 Details	Reviews			
Strategy 1: Campus administrators will regularly review and keep the CIP updated. Strategy's Expected Result/Impact: Interested parties will be able to readily and easily access information about Merriman Park ES when desired. Staff Responsible for Monitoring: Campus administrators	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 infrastructures adapt to support our mission.

Performance Objective 7: Merriman Park shares the student code of conduct which includes a Dress Code Policy with all students.









Evaluation Data Sources: The student code of conduct is available in both hard and soft copies to any interested stakeholder.

Strategy 1 Details	Reviews			
Strategy 1: Students were introduced to key highlights of the student code of conduct in a meeting with campus administrators as well as them and their parents having access to a soft copy. Strategy's Expected Result/Impact: MPE students will regularly follow the student handbook with few reminders from school staff. Staff Responsible for Monitoring: Campus staff and administrators	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 infrastructures adapt to support our mission.

Performance Objective 8: Merriman Park shares the student code of conduct which includes a Cell Phone Policy with all students.









Evaluation Data Sources: The student code of conduct is available in both hard and soft copies to any interested stakeholder.

Strategy 1 Details	Reviews			
Strategy 1: Policies were reviewed with all students through in-person meeting with campus administrators. Strategy's Expected Result/Impact: Minimum school distraction and disruption because of student possessed cell phones. Staff Responsible for Monitoring: Campus staff and administrators.	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 infrastructures adapt to support our mission.

Performance Objective 9: Merriman Park has created a system to ensure that all visitors are run through the Raptor background check system.

Evaluation Data Sources: The Raptor system keeps a log of all inputted visitors.

Strategy 1 Details	Reviews			
Strategy 1: Parents are reminded through regular communication about the expectations to help maintain a safe and secure building. Strategy's Expected Result/Impact: Safe and secure campus Staff Responsible for Monitoring: Campus staff and administrators as well as district security personnel	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				