

Richardson Independent School District

Northrich Elementary

2022-2023 Campus Improvement Plan



Mission Statement

We will establish a lifelong foundation of skills, which enables all students to achieve their potential as responsible citizens by providing a safe and nurturing environment for teaching and learning.

Vision

Where all students learn, grow, and succeed.

Value Statement

Integrity-Inspiration-Inclusiveness-Innovation

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	5
Staff Quality, Recruitment, and Retention	6
Curriculum, Instruction, and Assessment	7
Parent and Community Engagement	8
School Context and Organization	9
Technology	10
Priority Problem Statements	11
Goals	12
Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.	12
Goal 2: We will guarantee that all students will perform at or above grade level.	20
Goal 3: We will recruit, retain and reward quality personnel.	26
Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.	30
Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.	32
Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.	34

Comprehensive Needs Assessment

Demographics

Demographics Summary

Northrich Elementary is a community school of 373 students in grades Pre-Kindergarten through 6th grade. We have have three Central Special Education Programs: Early Childhood Special Education, which serves students of ages 3 and 4; Kindergarten Inclusion; and Structured Learning Classrooms.

Our population is comprised of 18% African- American; 4.3% Asian; 27% Caucasian; 47% Hispanic; 26.6% English Language Learners; 68% Economically Disadvantage; and 23% Special Education.

Demographics Strengths

While many Northrich Students do reside in multi-family housing along Spring Valley, our mobility rate is low. Our attendance rates are 96%, and our discipline rates averaged between 1.0% to 3.0% across Kindergarten to Sixth Grade. We embrace our diversity and we know that all students can connect, learn, grow and succeed.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our data indicates the need to close the learning gaps among our student populations. **Root Cause:** Our students lacked showing growth on State Assessments.

Student Achievement

Student Achievement Summary

This year, the Texas Education Agency gave each school in the State of Texas a letter grade based on students' performance on STAAR, also known as the State of Texas Assessments of Academic Readiness. There were three domains that were combined to calculate our overall score. Those 3 domains were Student Achievement; School Progress; and Closing the Gaps. In Student Achievement, we had a score of 73% which is calculated as a letter grade C; In School Progress, we had a score of 85% which again gives us a letter grade of a B; and in Closing the Gaps, which includes all student groups, we had a score of 77% which gave us a letter grade of an C. Those percentages were averaged together to give us an overall score of 83%. The overall letter grade given to Northrich by the state of Texas averages out to be a B.

Student Achievement Strengths

As a whole, our students performed better in math than reading. 46% of students attained a Masters level on math, reading and science tests combined. All students met their ELAR reading target. Student performance in 5th grade reading increased from 52% to 79%.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: We must grow all students and close learning gaps. **Root Cause:** The students within the student groups who count towards closing the gaps did not show adequate growth to obtain growth points.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Northrich Elementary maintains a focus on hiring and retaining highly qualified, student focused staff. Teachers and staff work together and support each. Our teachers and staff are given the opportunity to become teacher leaders and participate in leadership roles.

Staff Quality, Recruitment, and Retention Strengths

Job-embedded professional development and support from instructional staff is a strength at Northrich Elementary.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Climate Survey Data indicates a need to provide addition support in TRS. **Root Cause:** New staff will need additional support to utilize TRS more efficiently with lesson planning.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Northrich Elementary implements all required curriculum as developed by RISD. Our teachers use data from various sources to make instructional decisions for their students. We follow RISD Instructional Time Standards for the 2022-2023 school year. This schedule includes targeted instructional intervention across all grade levels. During I-Time, teachers will utilize this time to address students' needs in reading, math, writing, and science. Teachers will use our district data analysis tools and other diagnostic tools to reveal areas of strengths and weaknesses in students' performance.

Curriculum, Instruction, and Assessment Strengths

Northrich Elementary has added additional protocols to identify gaps in students' learnings. We continue to hold weekly data analysis meetings called Growth Meetings. During these meetings we do a deep dive into student data from weekly quick checks in grades Kinder-6th. Reteach plans are written based on that data and Admin will observe lessons.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: We will support teachers with ELAR TEKS and Reading Interventions. **Root Cause:** We will providing on-going professional learning support in order for students and staff to be successful.

Parent and Community Engagement

Parent and Community Engagement Summary

Northrich Elementary seeks opportunities to strengthen the home and school connection. The following programs have proven to be successful: Meet the Teacher Night; Multicultural Night; Northrich Carnival; PTA Programs; Parent/Teacher Conference Days; Color Run, Movie Nights, and Northrich Night on the Lawn. Our PTA Volunteer Representative have collaborated with the community to help increase our volunteers. Northrich is partnering with community stakeholders to build a strong sense of community for our students.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: We would like to increase attendance at our school events. **Root Cause:** Inefficient communication could be the root cause, as well as work obligations.

School Context and Organization

School Context and Organization Summary

Northrich Elementary focuses on academic, social, and character growth for all students. We will focus on growth for all. Principal will support teacher growth through the use of the teacher evaluation system, T-TESS. Principals will use data analysis to plan and implement valuable staff development. Teachers will monitor student growth by using data from students' assessments to make informed instructional decisions.

School Context and Organization Strengths

Students enjoy learning and attending school.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: The climate survey indicates a need to increase communication and improve systems. **Root Cause:** Systems were not detailed oriented.

Technology

Technology Summary

Northrich continues to have 1 to 1 technology. The use of Technology has increased student engagement during instruction.

Teachers are growing in their skills of using technology in the classroom. Staff receives technology updates to improve their technology skills.

Technology Strengths

Technology is used to accomodate various learning needs of students' across grade levels. Our Counselor and Librarian (LITE) continue to teach and keep internet safety on the forefront and teachers are monitoring students' usage through Google classroom.

Problem Statements Identifying Technology Needs

Problem Statement 1: Additional iPads may be needed as classroom sizes grow. **Root Cause:** District funds

Priority Problem Statements

Goals

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

Performance Objective 1: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.

Evaluation Data Sources: Move as a campus from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes Survey. This will include teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide internet safety and digital citizenship training for all students. Strategy's Expected Result/Impact: Completion of digital citizenship Curriculum and internet safety curriculum Appropriate digital behavior Staff Responsible for Monitoring: Teachers Staff Students Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 60%	<div><div></div></div> 75%	<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 unique needs of all our students.









Performance Objective 2: Implement activities and systems to support students' academic, social and emotional growth.









High Priority

Evaluation Data Sources: Improved results on climate survey and increased instructional time and improved classroom management.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: PBIS team will review PBIS strategies, update staff on PBIS changes based on data collected from the previous year , and train and implement CHAMPS strategies schoolwide. Schoolwide PBIS strategies (House System, Positive Office Referrals) will be continued. Strategy's Expected Result/Impact: Increased Climate Reduced Office Referrals Increased Instructional Time Staff Responsible for Monitoring: Teachers Staff Admin PBIS Committee Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Implement social emotional learning curriculum. Strategy's Expected Result/Impact: Increase use of social-emotional student strategies Decrease in student conflict and discipline referrals Increase in instructional time Staff Responsible for Monitoring: Principal Counselor Assistant Principal SEL Team Equity Committee Campus Liaison 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
				
Strategy 3 Details	Reviews			
Strategy 3: Create a transition plan for students moving from elementary to junior high. Strategy's Expected Result/Impact: Increased participation in junior high attendance and activities Staff Responsible for Monitoring: Administration Counselor 6th grade Teachers Title I: 2.4, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				








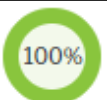
Strategy 4 Details	Reviews			
Strategy 4: Increase extra-curricular participation with after school clubs; Continue GirlStart and Student Council Strategy's Expected Result/Impact: Increased student connection to school resulting in positive culture and engaged students, Staff Responsible for Monitoring: Administration Campus Staff Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, 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>				



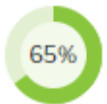

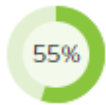
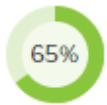










Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

Performance Objective 3: Increase participation in school wide programing to support healthy life choices for students and staff.

Evaluation Data Sources: 100% of students identify programs and levels of support available when in crisis (student survey).

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Increase awareness, parent communication, and student reporting options for the areas of bullying, harassment, cyber bullying, and dating violence. Strategy's Expected Result/Impact: Decrease in incidents of bullying and harassment Staff Responsible for Monitoring: Counselor Teachers Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to provide Suicide/Substance Abuse Prevention and Intervention training for all staff. Strategy's Expected Result/Impact: Increase in teacher and student awareness of suicide and drug prevention. Staff Responsible for Monitoring: Administration Counselor Teachers Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Utilize Campus Emergency Response Team (ERT) to respond quickly if a cardiac event occurs. Strategy's Expected Result/Impact: ERT team is ready for any situation based on drill practice. Staff Responsible for Monitoring: Nurse Administration ERT team ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to implement Time to A.C.T. with 6th grade students. Strategy's Expected Result/Impact: 6th grade students in need of support will be identified Staff Responsible for Monitoring: Counselor Administration 6th grade teachers Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Monitor student data reports and attendance to ensure immunization compliance and monitor communicable diseases on campus. Strategy's Expected Result/Impact: Increased Attendance Rates Staff Responsible for Monitoring: Administration Nurse Title I: 2.5 - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

Evaluation Data Sources: Move as a campus from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes Survey. This will include teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

Summative Evaluation: Met Objective


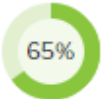






Strategy 1 Details	Reviews			
Strategy 1: Continue to provide internet safety and digital citizenship training for all students. Strategy's Expected Result/Impact: Completion of Digital Citizenship Curriculum and Internet safety curriculum Appropriate digital behavior Staff Responsible for Monitoring: Teachers Staff Students Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 50%	<div><div></div></div> 60%	<div><div></div></div> 75%	<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 unique needs of all our students.

Performance Objective 5: Using the Campus Pathways to Equity documentation Northrich will work in to increase Parent Engagement on campus.

Evaluation Data Sources: Increase PTA Membership
Town Hall Meetings
SBDM Committee Meetings

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Educate our Northrich Community on the components of the RISD Graduate Profile at PTA meetings (one component per meeting) and during SBDM meetings . Strategy's Expected Result/Impact: Increased parental engagement Increase learner outcome Staff Responsible for Monitoring: Administration Campus Staff Title I: 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, 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 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 1: Improve student performance from approaches to meets and ensure that Northrich is rated "Met Standards."

High Priority

Evaluation Data Sources: DRA

MAP

IXL Diagnostics

MOY









STAAR

Weekly Quickchecks/formative assessments

Texas Reading Academy

Branching Minds (attendance)

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to implement and monitor HB4545 Accelerated Learning Plans. Strategy's Expected Result/Impact: Branching Minds documentation Structured plans for individual students Monthly check-ins to look at hours Staff Responsible for Monitoring: Administration Campus Specialists Classroom Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Staff will receive GT Professional Development hours. Strategy's Expected Result/Impact: Complete Foundational hours Complete Update hours Continue to grow students who are in the GT program Staff Responsible for Monitoring: 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.










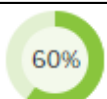
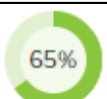

Performance Objective 2: Align and maintain written, taught, and assess curriculum at all grade levels and in ALL subject areas (TRS, Lead4ward, and PLC)













High Priority

Evaluation Data Sources: District and state assessments

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize Reading and Math Interventionists to increase data for Tier 3 students. Strategy's Expected Result/Impact: Growth in DRA/MAP/MClass/STAAR Staff Responsible for Monitoring: Administration Interventionists TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate MAP parent information after each assessment to educate families on their student's progress. Strategy's Expected Result/Impact: Increased MAP scores Staff Responsible for Monitoring: Administration Specialists Title I: 2.4, 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: Continue to support students in the MTSS process through PLCs and documentation in Branching Minds. Strategy's Expected Result/Impact: Identify students who need interventions Track through PLCs Staff Responsible for Monitoring: Administration Campus Specialists Classroom Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Work with families to increase attendance rates through conferences and frequent communication. Strategy's Expected Result/Impact: Decrease absences and tardies Staff Responsible for Monitoring: Administration Counselor Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue implementation of AVID with a focus on 3rd-6th grade students. Staff will visit exemplar AVID campuses; restructure the site base team and attend central workshops. Strategy's Expected Result/Impact: Increase number of students in AVID Increase in student connection to school Increase knowledge and skills of AVID staff Staff Responsible for Monitoring: Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: ELLs will meet all passing standards in Reading, Writing and Speaking. Strategy's Expected Result/Impact: Increase in MAP scores Increase in STAAR scores Increase in TELPAS scores Staff Responsible for Monitoring: Administration Campus Specialists ESL Teachers 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	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Monitor and track Special Student populations to focus on academic improvements. Strategy's Expected Result/Impact: Increase MAP scores for Special Student populations Increase STAAR scores for Special Student populations Staff Responsible for Monitoring: Administration SPED Staff Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: Provide professional development, on-going strategies and enhanced practice towards STAAR and STAAR 2.0.

High Priority

Evaluation Data Sources: on-going evaluation by classroom teachers, ALL support staff, and administration
district and state assessments
Branching Minds
PLC data
teachers met district-wide annual continuing education requirements
Spring TELPAS







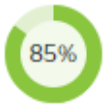

Summative Evaluation: Met Objective







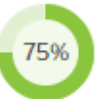

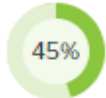

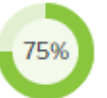

Goal 3: We will recruit, retain and reward quality personnel.







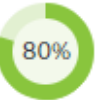





Performance Objective 1: Northrich Elementary will increase staff retention rates through professional development and continued feedback on performance.

Evaluation Data Sources: Increased teacher satisfaction on Climate Survey
Increased teacher performance

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize district walk through form to give intentional, specific feedback for teacher growth. Strategy's Expected Result/Impact: Increased teacher feedback on best practices Retention based on quality feedback Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Mentoring: supplement the district mentoring program to support new staff Staff Responsible for Monitoring: Administrators Mentor Lead TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Intentional Support for New Teacher Academy and supports (mentor and teacher buddy system) Strategy's Expected Result/Impact: New teachers will be supported through the New Teacher Academy. New teachers will be supported by collaborating with the assigned mentor teacher and teacher buddy. Staff Responsible for Monitoring: Administrators Mentor Lead Mentors TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to provide campus PD in all curricular areas supporting TRS/Lead4ward and students with disabilities Strategy's Expected Result/Impact: Increased staff knowledge on District Resources for Tier 1 instruction and differentiation Growth in campus scores Retention of staff Staff Responsible for Monitoring: Administrators ILT Members TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Support teachers in getting their ESL certification by EOY 22-23 Strategy's Expected Result/Impact: All of the ESL required staff members will obtain ESL certification by the end of 22-23 school year. Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				



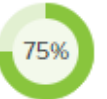





Strategy 6 Details	Reviews			
Strategy 6: NRE staff are supported with on-campus professional opportunities from the Equity, Diversity, and Inclusion Department. Strategy's Expected Result/Impact: Increased equitable actions for all staff members regarding, but not limited to, gender, ethnicity, and language Staff Responsible for Monitoring: Administrators NRE Equity Liaison person TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Increase quality feedback and incentives to retain professional and auxiliary staff. Strategy's Expected Result/Impact: Increased retention rates Positive EOY Survey results Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	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: Increase teacher retention by focusing on teacher morale and student discipline.

Evaluation Data Sources: Climate Survey; Discipline Data; Teacher Retention Data

Summative Evaluation: Met Objective





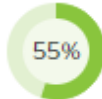







Strategy 1 Details		Reviews			
Strategy 1: Continue using Stop Start Continue protocol with staff to effectively implement priorities and new initiatives. Growth meetings and Student Tracking protocols will focus on student growth grows and glows and discipline. Strategy's Expected Result/Impact: Increased Teacher satisfaction on climate survey Increased Student growth Decrease in Student discipline Positive School Culture Staff Responsible for Monitoring: Administration ILT TEA Priorities: Recruit, support, retain teachers and principals - 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 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.

Performance Objective 1: Encourage parent engagement through varied modes of communication.

Evaluation Data Sources: Increase in positive response rate by parents on survey results by communicating via Facebook, NRE website, RISD website, monthly grade level newsletters (paper/electronic) from teachers, and biweekly S'Mores from administration.









Summative Evaluation: Met Objective

Strategy 1 Details		Reviews			
Strategy 1: Use Blackboard, classroom newsletters, Twitter, Class Dojo, and PTA websites to communicate with parents regarding school activities and information on how to get involved at Northrich. Strategy's Expected Result/Impact: Increased awareness with parents regarding student/campus information using routine and uniform communication platforms. Staff Responsible for Monitoring: Administration Title I: 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 2 Details		Reviews			
Strategy 2: Continue partnership with NRE PTA by collaborating about school activities and maintaining 100% faculty participation. Strategy's Expected Result/Impact: Maintain PTA partnership with teachers and parents to engage community and encourage involvement. Staff Responsible for Monitoring: Administration Title I: 4.1, 4.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 2: Establish/maintain partnerships with local businesses/community leaders allowing them to stay updated and become involved in helping RISD achieve its goals as they relate to Northrich.

Evaluation Data Sources: School/business/community partnerships
Summative Evaluation: Met Objective

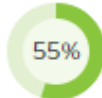















Strategy 1 Details		Reviews			
Strategy 1: Continue partnership with local churches, companies, and community leaders through the Site Based Decision Making Committee (SBDM) to promote activities at NRE. Strategy's Expected Result/Impact: Increased community awareness A positive relationship between NRE and community and partners Staff Responsible for Monitoring: All staff, PTA, and community volunteers TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning		Formative			Summative
		Nov	Jan	Mar	June
					
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</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 areas to support student achievement,

Evaluation Data Sources: Maintain district FIRST rating

Summative Evaluation: Significant progress made toward meeting Objective



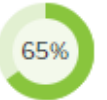





Strategy 1 Details	Reviews			
Strategy 1: Administrators will work with executive assistant to design a campus budget that supports the mission of the school. Strategy's Expected Result/Impact: Ensure expenditures support student outcomes and teacher moral Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Northrich budget aligns with board goals and strategic plan and will be shared with all stakeholders. Strategy's Expected Result/Impact: Stakeholder awareness of budget Budget alignment with District and Board Goals Staff Responsible for Monitoring: Principal ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide training to staff regarding appropriate money handling procedures. Strategy's Expected Result/Impact: Decrease in issues associated with improper use of procedures Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: Actively pursue alternative funding sources to meet the needs and priorities of Northrich

Evaluation Data Sources: Funds generated from grant programs

Summative Evaluation: Significant progress made toward meeting Objective













Strategy 1 Details	Reviews			
Strategy 1: Northrich will seek and investigate grant programs that meet our instructional priorities, parent engagement priorities and discipline/behavior priorities. Strategy's Expected Result/Impact: Generate additional funds to increase our parent engagement efforts Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

















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

Performance Objective 1: Provide a safe, comfortable, and well maintained environment for all staff and students.

Evaluation Data Sources: Climate survey
Parent input

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
Strategy 1: Hold "I know what to do days" (Live Wise, Live Healthy) in October, December, February and April. Hold Safety Week(Aug.29-Sept 3) by participating in Evacuate, Hold , Secure, Lockdown, Shelter in Place and Fire Drills. Strategy's Expected Result/Impact: Increased proficiency in crisis response Staff Responsible for Monitoring: All Staff ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement and practice monthly safety drills Strategy's Expected Result/Impact: Increased proficiency in crisis response Communicate via blackboard before each safety drill Staff Responsible for Monitoring: All Staff ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: All outside visitors will be screened before entering the front door of the building and then Raptored before entering main doors of the building. Strategy's Expected Result/Impact: Increased proficiency in security Staff Responsible for Monitoring: All staff ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Administration will communicate on-going safety protocols through the SMORE newsletter. Strategy's Expected Result/Impact: Increased communication regarding safety and security on campus. Staff Responsible for Monitoring: Administration Title I: 4.1 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Update CIP quarterly to show progress. Strategy's Expected Result/Impact: Increase in positive responses on Climate survey Increase in student outcomes Increase in staff morale Staff Responsible for Monitoring: Administration Campus Specialists ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Northrich will educate and monitor District policies for Dress Code and Cell Phones. Strategy's Expected Result/Impact: Decreased referrals for Cell Phones Decreased Dress Code violations Staff Responsible for Monitoring: Administration Title I: 4.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				