

Richardson Independent School District
Parkhill Junior High School
2022-2023 Campus Improvement Plan



Mission Statement

The Raider Mission is:

To Achieve Success

To Inspire Dreams

To Maximize Potential

Vision

Where all students connect, learn, grow, and succeed

Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Achievement	5
School Culture and Climate	6
Staff Quality, Recruitment, and Retention	7
Curriculum, Instruction, and Assessment	8
Parent and Community Engagement	9
School Context and Organization	10
Technology	11
Goals	12
Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse 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.	34
Goal 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of our district.	39
Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.	42
Goal 6: We will ensure that our facilities and infrastructures adapt to support our mission.	44
State Compensatory	47
Budget for Parkhill Junior High School	47
Personnel for Parkhill Junior High School	47

Comprehensive Needs Assessment

Demographics

Demographics Summary

Parkhill is composed of a diverse student population of almost 650 7th and 8th grade students. Our Hispanic, ELL, and Economically disadvantaged populations continue to increase each year while our African American, Native American, and Asian student groups remain somewhat consistent in size while our white demographics has declined slightly in recent years. Parkhill continues to focus on the performance of our special populations on local, state and national assessments for English language learners and our students served through special education. Parkhill values these diverse students and community populations which result in a rich learning environment for all.

Student Achievement

Student Achievement Summary

Parkhill is celebrating increases in all six assessments when compared to the current higher standard. Parkhill increases are as high as 13 points in Science, 12 points in Writing, and 8 points in Social Studies. Overall SPED increased 32 points in Writing, 14 points in Math, and 11 points in Reading. ELL students increased 12 points in Science and 5 points in Writing. Parkhill will continue to provide strategies and guidance in curriculum that will address the needs of SPED and ELL students.

School Culture and Climate

School Culture and Climate Summary

Overall, Parkhill students enjoy coming to school and believe the campus is a safe and nurturing environment. Parkhill's emphasis on addressing classroom and campus behavior management 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 students with repeated removal from the classroom setting and placement in ISS. We believe this approach will promote a culture of positive interactions between staff, students, and community.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Parkhill maintains a focus on the recruiting, hiring, and retention of a highly qualified and student focused staff. The partnership between campus and district level leadership is paramount to the successful achievement of this goal. Parkhill will research best practices and provide resources to support administrators and staff as they maintain a nurturing work environment focused on student success. Parkhill will continue to support new teachers through the assignment of mentor teachers. Paired with ongoing data analysis and needs assessments, administrators will be able to provide recommended or required professional development sessions for staff in need of support. Parkhill will provide opportunities such as career pathways to support staff members as they seek to identify a career path that connects with their strengths as educators.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Parkhill Junior High will use implementation, evaluation and revision of the curriculum to drive quality instruction. Teachers will analyze data regularly to inform curriculum development and professional development necessary for student growth and seek best practices for advancement and monitoring of English Language Learners, bilingual students, dyslexic students and students with disabilities. Local student assessments, both formative and summative, will be used in conjunction with data as a basis of instructional decisions. 2016-2017 time standards include a dedicated block of time for students to focus on Language Arts. Guidance will be provided by Central Specialists regarding resources and strategies to be utilized during this time.

Parent and Community Engagement

Parent and Community Engagement Summary

Parkhill will continue to focus on increasing links between home and school by providing systemic opportunities for parent engagement and community involvement. Parkhill will partner with the PTA and all Booster Clubs to support an increase in membership, outreach, and involvement. Parkhill will provide opportunities for increased stakeholder input, and will continue to promote the translator program, and parent informational sessions at Parkhill.

School Context and Organization

School Context and Organization Summary

The Parkhill goal for 2016-2017 is to have ONE VISION and to focus on GROWTH for students, teachers, administrators, and all personnel. Parkhill is focused on growth goals to include 100% of Parkhill students to be successful within the time line established by the state. Parkhill is building the master schedule to maximize instructional time. Data meetings will be scheduled to focus on student interventions to monitor success with student performance. This will be monitored each 9 weeks.

Technology

Technology Summary

Technology integration is an important component of student learning at Parkhill. With the passage of the 2016 Bond, the district is able to provide increased access to devices for both teachers and students. Over the next five years, students will all have access to a device during the school day, classrooms will be updated with interactive projectors allowing streaming from classroom devices. Teachers use the the devices to facilitate technology integration within student learning and provide real time feedback on a larger scale than previously thought possible. The district has adopted the SAMR (Substitution, Augmentation, Modification, Redefinition) model to evaluate the level of technology integration taking place in a classroom. Not all lessons need to be at Redefinition, as the needs of integration in each lesson vary.









Goals






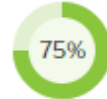










Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the diverse needs of all our students.

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

Evaluation Data Sources: Parkhill will meet Standard; Meet or exceed performance growth goals

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Require resource students to attend tutoring and other instructional opportunities on a regular, assigned basis during GAIN and after school. Strategy's Expected Result/Impact: Increase in STAAR scores Staff Responsible for Monitoring: Special education teachers Core teachers Funding Sources: - 199 - State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monitor special education student academic improvement and discipline through communication with general education, special education teachers and administrators. Strategy's Expected Result/Impact: Grades Assessments STAAR scores Staff Responsible for Monitoring: All teachers Administrators	Formative			Summative
	Nov	Jan	Mar	June
				


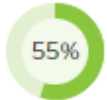










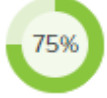


Strategy 3 Details	Reviews			
Strategy 3: Provide staff development on implementation of IEPs, 504 plans, and review of the Response To Intervention process including MTSS and Branching Minds. Strategy's Expected Result/Impact: Agenda Staff sign in sheet Classroom observations Staff Responsible for Monitoring: Counselors Special education teachers Central special education support staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure all staff is trained in all 3 dyslexia modules. Strategy's Expected Result/Impact: Faculty participation Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Ensure all staff is trained on 504s through region 10 training. Strategy's Expected Result/Impact: Sign in sheets Classroom observations Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				
















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









Performance Objective 2: Increase links between home and school by providing systemic opportunities for parent engagement

Evaluation Data Sources: Increase in positive response rate by parent/community survey results

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize Blackboard to contact parents of students who need to attend after school tutoring and Saturday school. Strategy's Expected Result/Impact: Attendance records Staff Responsible for Monitoring: Roy Dunn Crystal Kemp Philip Henderson	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Focus on Pathway to Equity by Recruiting feeder elementary school students for fine arts program and enrollment in Advanced courses; with an intentional focus on RISD Academy Strategy's Expected Result/Impact: Increase in enrollment of fine arts courses Increase in enrollment of RISD Academy students taking advanced courses Staff Responsible for Monitoring: All fine arts teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue 6th grade parent night on course selection to increase the number of students enrolled in PreAP classes. Strategy's Expected Result/Impact: Increase in PreAP enrollment Staff Responsible for Monitoring: Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
Strategy 4: Offer events and activities that encourage parental involvement - Back to School Picnic, Open House, Fine Arts Night, Parkhill Preview, Technology Night and Parent Education Nights. Strategy's Expected Result/Impact: Increase in attendance of activities Staff Responsible for Monitoring: Administration All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Continue Amazing Race (1st day orientation) to aid in junior high transition. Strategy's Expected Result/Impact: Participation Student feedback Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Continue 6th grade student visit to showcase Parkhill and allow the students to experience a day in junior high. Strategy's Expected Result/Impact: Increase in student selection of Parkhill Staff Responsible for Monitoring: Administration Counselors Staff Tour Guides	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 7 Details	Reviews			
Strategy 7: Create club flyer to hand out at schedule pick up which will increase the number of students participating in extracurricular activities. Strategy's Expected Result/Impact: Increase in number of students participating in extra curricular activities Staff Responsible for Monitoring: PTA Crystal Kemp	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Educate the community about CTE, encourage participation in CTE classes and support students obtaining CTE licensing and certification. Strategy's Expected Result/Impact: Increase in CTE enrollment Increase in CTE certification/license Staff Responsible for Monitoring: CTE teachers Administration	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 9 Details	Reviews			
Strategy 9: Create and deliver strategies for implementing 5 student competencies of Graduation Profile throughout GAIN for all students. Strategy's Expected Result/Impact: Increased awareness of Graduate Profile Increased student proficiency of competencies Increased graduation rate Staff Responsible for Monitoring: Administration TEA Priorities: Connect high school to career and college - 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 diverse needs of all our students.

















Performance Objective 3: Provide a safe, comfortable, and well-maintained environment at Parkhill

Evaluation Data Sources: Increased positive response rate from internal and external stakeholders; decrease in # of campus referrals for ISS, OSS and DAEP

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize GAIN Period to include coordinated school health plan, bullying, harassment, dating violence and internet safety. Strategy's Expected Result/Impact: Advisory lessons and observations Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase awareness of expanded anti-bullying strategies and internet safety through first day orientation (Amazing Race). Strategy's Expected Result/Impact: Faculty and student participation Decrease in bullying incidents Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Monitor student attendance data in order to track at risk students and communicable health concerns. Strategy's Expected Result/Impact: Increase in attendance Increase in student achievement Staff Responsible for Monitoring: Katie Katz Mary Hoff Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Monitor student data reports in order to track immunization compliance of the student body. Strategy's Expected Result/Impact: Feedback from the nurse Staff Responsible for Monitoring: Katie Katz All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Conduct AED drills in an effort to be prepared and to respond quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: Feedback from nurse Completion of drills Staff Responsible for Monitoring: Katie Katz Emergency Response Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement suicide prevention training and substance abuse training. Strategy's Expected Result/Impact: Feedback from staff Early identification and intervention Staff Responsible for Monitoring: Administration Counselors All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Implement mental health screening at the 7th grade level. Strategy's Expected Result/Impact: Feedback from counselors Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 8 Details	Reviews			
Strategy 8: Implement Second Step social emotional learning curriculum through GAIN to support students. Strategy's Expected Result/Impact: Feedback from staff and students Increase in student confidence and satisfaction with school Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Introduce and reenergize PBIS as campus approach to recognize positive students and teacher behaviors on both campus and in classrooms for a clear campus wide discipline management plan. Strategy's Expected Result/Impact: Decrease in office referral Documentation of positive student behavior Staff Responsible for Monitoring: PBIS Team All staff	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 10 Details	Reviews			
Strategy 10: Communicate directly with parents regarding bullying incidents . Strategy's Expected Result/Impact: Decrease in bullying incidents on campus Staff Responsible for Monitoring: Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Continue to implement crisis counselor staff. Strategy's Expected Result/Impact: Increase in support for students Staff Responsible for Monitoring: Crisis counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Continue to implement a Communities in School counselor Strategy's Expected Result/Impact: Increase in student and family support Staff Responsible for Monitoring: CIS counselor	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 1: Align and maintain written, taught, and assessed curriculum in all subject areas

Evaluation Data Sources: Parkhill will meet Standard; Meet or exceed performance growth goals

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize GAIN Period to implement the Naviance program for teachers and students. Strategy's Expected Result/Impact: Completion of Naviance activities Staff Responsible for Monitoring: Administration Counselors All advisory teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue TTESS walkthroughs to monitor the implementation of TRS and Lead4Ward. Strategy's Expected Result/Impact: Increase in the number of walkthroughs utilizing the TTESS form; 5 per week for Administrators Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Identify students utilizing STAAR scores and teacher approval to place students in advanced classes. Strategy's Expected Result/Impact: Increase in enrollment and retention in PreAP classes Staff Responsible for Monitoring: Administration Core Teachers Instructional Coach Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Monitor emerging bilinguals progress through FOCUS, tracking sheets and Elevation to successfully exit 50% of students from program. Strategy's Expected Result/Impact: Increase in number of students exited from ESL program Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				



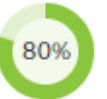





Strategy 5 Details	Reviews			
Strategy 5: Train 100% of advanced and GT strategies. Teachers will complete the 30 foundation hours and 6 hour update. Share strategies with staff and implement into all classrooms. Strategy's Expected Result/Impact: All advanced teachers trained Classroom observations Staff Responsible for Monitoring: All advanced teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Collaborate with elementary schools to identify 6th graders for advanced classes. Meet with the students and communicate selections with parents. Strategy's Expected Result/Impact: Increase in underrepresented incoming 7th graders Staff Responsible for Monitoring: Administration Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<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 2: Integrate 21st Century learning and Texas College & Career Readiness (TCCR) skills and strategies into curriculum

Evaluation Data Sources: BrightBytes survey results; % of students who graduate with 3 hours of AP, dual credit, license and certification

Summative Evaluation: Significant progress made toward meeting Objective









Strategy 1 Details	Reviews			
Strategy 1: Create advisory lessons that support TCCR skills and 21st century learning. Strategy's Expected Result/Impact: Increase in BrightBytes survey Staff Responsible for Monitoring: All staff TEA Priorities: Connect high school to career and college - 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 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 3: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

Evaluation Data Sources: BrightBytes Survey Results, Teacher and student use of the 4C's; Teacher and student digital citizenship skills

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Utilize digital coach to incorporate SAMR method into PLC planning. Strategy's Expected Result/Impact: Increase in technology use Classroom observations Staff Responsible for Monitoring: Digital coach Math teachers ELA teachers Science teachers Social studies teachers ESL teacher Special education 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 4: Maintain student performance on SAT and remain above state and nation as we transition into the new SAT

- Evaluation Data Sources:** Meet or exceed SAT performance growth goal
- Summative Evaluation:** Significant progress made toward meeting Objective



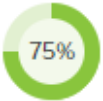

Strategy 1 Details	Reviews			
Strategy 1: Use CCRS (Scientific Ways of Learning and Thinking, Scientific Application of Mathematics, and Scientific Applications of Communication) as a foundation to present relevancy to students of SAT testing using stem strategies and differentiated instruction. Strategy's Expected Result/Impact: Increase in STAAR scores Classroom observations Staff Responsible for Monitoring: Science teachers	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize PSAT scores to increase participation in Superintendent's Scholar Academy and to increase the number of National Merit Scholars. Strategy's Expected Result/Impact: Increase in participation Staff Responsible for Monitoring: Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
<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.

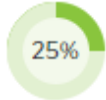












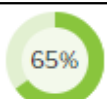
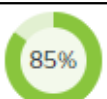

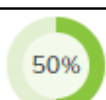
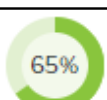
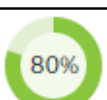
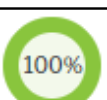
Performance Objective 5: Increase number of students moving from "approaches" to "meets" in all tested areas.












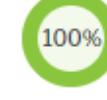




Evaluation Data Sources: Parkhill will meet Standard; Meet or exceed performance growth goals.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Schedule a minimum of 6 Saturday schools with a focus on Staar 2.0 readiness. Subject areas will consist of math, reading, writing, science, and social studies. EB and special education teacher support will be provided. Strategy's Expected Result/Impact: Increase in STAAR scores Pass/failure rates Increase in EOC scores Increase in assessment scores Staff Responsible for Monitoring: Math teachers ELA teachers Science teachers Social studies teachers ESL teachers Special education teachers Administration Instructional coach Funding Sources: - 199 - State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Schedule a minimum of four academic pull out camps for all STAAR tested courses focusing on Staar 2.0 readiness. Strategy's Expected Result/Impact: Increase in STAAR scores Pass/failure rates Increase in EOC scores Increase in assessment scores Staff Responsible for Monitoring: Math teachers ELA teachers Science teachers Social studies teachers ESL teachers Special education teachers Administration Instructional coach Central support specialists	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Develop a tutoring schedule for identified students during GAIN within the first nine weeks that will extend through all state assessments. Strategy's Expected Result/Impact: Increase in STAAR scores Staff Responsible for Monitoring: Math teachers ELA teachers ESL teachers Special education teachers Administration Instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Engage in PLCs in all core departments during department planning time with a focus on the four questions. Include implementation of the curriculum as well as the ELPs and CCRs. Strategy's Expected Result/Impact: Increase in STAAR scores PLC observations Classroom observations Staff Responsible for Monitoring: Math teachers ELA teachers Science teachers Social studies teachers Special education teachers ESL teachers	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 5 Details	Reviews			
Strategy 5: Implement and share AVID strategies and lessons for AVID certification. Strategy's Expected Result/Impact: Classroom observations Completion of AVID certification Faculty meeting agendas Site team agendas Staff Responsible for Monitoring: AVID teachers All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement and utilize IXL weekly in RLA to target reading and writing skills. Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: All RLA teachers Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Implement LEAD4WARD ELA resources, instructional coaching, district specialist support. Strategy's Expected Result/Impact: Performance Growth Goals Staff Responsible for Monitoring: RLA Teachers Heather Scott	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Implement LEAD4WARD math strategy resources, instructional coaching, district specialist support. Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: Math Teachers Lori Lueckenotte	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Focus on conceptual learning and foundational understanding of math objectives bridging to procedural operations. Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: Math teachers Lori Lueckenotte	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 10 Details	Reviews			
Strategy 10: Utilize GAIN period to move students from "approaches" to "meets" in all STAAR tested area. Strategy's Expected Result/Impact: Increase in STAARS scores Staff Responsible for Monitoring: Administration Instructional Coach Core Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Implement TX NSI program which will assist us in targeting the Board goal for Algebra Strategy's Expected Result/Impact: Increase in students enrolled in Algebra math classes Increase in AA and Hispanic students enrolled in Algebra math classes Teacher efficacy and readiness Staff Responsible for Monitoring: Math Teachers Lori Lueckenotte Farrah Smock ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Utilize MAP data to ensure student growth and set individual goals. Educate parents and students on how MAP supports student growth. Strategy's Expected Result/Impact: Increase in scores Staff Responsible for Monitoring: Math teachers RLA teachers Science teachers Instructional Coaches Administration	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 6: Emerging bilinguals and Special Education students will meet standard on TELPAS, STAAR, EOC

- Evaluation Data Sources:** Parkhill will meet Standard; Meet or exceed performance growth goals
- Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Require targeted special education students to attend tutoring and other instructional opportunities on a regular, assigned basis. Strategy's Expected Result/Impact: Increase in STAAR scores Staff Responsible for Monitoring: Special education teachers Funding Sources: - 199 - State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monitor special education student progress through communication with general education and special education teachers. Strategy's Expected Result/Impact: Grades Assessments STAAR scores Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Schedule a minimum of 6 Saturday schools. Subject areas will consist of math, reading, writing, science, and social studies. Special education teacher support will be provided. Strategy's Expected Result/Impact: Increase in STAAR scores Pass/failure rates Increase in EOC scores Increase in assessment scores Staff Responsible for Monitoring: Math teachers RLA teachers Science teachers Social studies teachers Special education teachers Administration Instructional coach Funding Sources: - 199 - State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Monitor EB students (M1 and M2) progress through communication with general education and ESL teacher. Strategy's Expected Result/Impact: Grades Assessments STAAR scores Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Require targeted EB students to attend tutoring and other instructional opportunities on a regular, assigned basis. Strategy's Expected Result/Impact: Increase in STAAR scores Staff Responsible for Monitoring: Math teachers RLA teachers Science teachers Social studies teachers Funding Sources: - 199 - State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
				







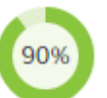

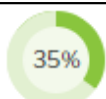
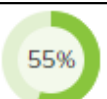
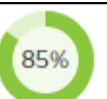





Strategy 6 Details	Reviews			
Strategy 6: Schedule a minimum of 6 Saturday schools. Subject areas will consist of math, reading, writing, science, and social studies. ESL teacher support will be provided. Strategy's Expected Result/Impact: Increase in STAAR scores Pass/failure rates Increase in EOC scores Increase in assessment scores Staff Responsible for Monitoring: Math teachers RLA teachers Science teachers Social studies teachers Administration Instructional coach Funding Sources: - 199 - State Compensatory Education	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 7: Increase District Graduation Rate from 91% to 94%

Evaluation Data Sources: Meet or exceed graduation rate goal

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue 6 year graduation plan conferences with counselors and students. Strategy's Expected Result/Impact: 6 year plans completed Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue failure conferences. Strategy's Expected Result/Impact: Increase in grades Decrease in dropouts Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement and monitor mentoring program for at risk students. Strategy's Expected Result/Impact: Decrease in office referrals Decrease in drop out rates Increase in attendance Staff Responsible for Monitoring: Volunteers Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure effective and daily attendance taking protocols for all teachers Strategy's Expected Result/Impact: Increase in funding Increase in attendance rates Staff Responsible for Monitoring: Admin All Teachers	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

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

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

Evaluation Data Sources: Increase in diverse demographic representation at Parkhill

Summative Evaluation: Met Objective


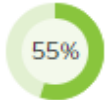


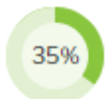
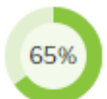

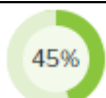


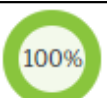
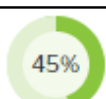
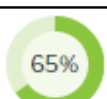
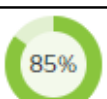
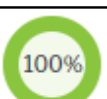
Strategy 1 Details	Reviews			
Strategy 1: Implement a screening and interviewing process that is equitable to all cultural and ethnic backgrounds. Strategy's Expected Result/Impact: Increase in diversity on campus Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement, recruit and hire high performing staff that meets RISD high standards and expectations. Strategy's Expected Result/Impact: Increase in teacher retention Increase in positive feedback on campus survey Staff Responsible for Monitoring: Adiministration	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				













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

Performance Objective 2: Seek employee input and feedback

Evaluation Data Sources: Increase in positive response rate of staff in survey responses; Teacher retention will be equal to or less than the district average.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Identify and utilize campus surveys to develop campus goals. Strategy's Expected Result/Impact: Increase in campus goals and vision Staff Responsible for Monitoring: Administration Instructional coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Organize monthly staff birthday parties. Strategy's Expected Result/Impact: Increase in faculty relations on campus survey Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Implement monthly employee appreciation snacks. Strategy's Expected Result/Impact: Increase in faculty relations on campus survey Staff Responsible for Monitoring: Farrah Smock Cindy Rieder	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue staff member of the month. Strategy's Expected Result/Impact: Increase in faculty relations on campus survey Staff Responsible for Monitoring: Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				

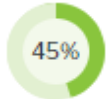














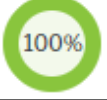
Strategy 5 Details	Reviews			
Strategy 5: Continue the TTESS walk through form with an emphasis on feedback for teacher growth through Teacher Competencies on a weekly basis. Strategy's Expected Result/Impact: Decrease in teacher turnover Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Utilize TTESS to support teachers with choice professional development opportunities to support their knowledge in identified areas of growth through self-assessment or data analysis. Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: Administration	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 3: Provide necessary professional development to successfully implement the mission, vision and goals of RISD and Parkhill

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

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide professional development in all curricular areas that support TRS and Lead4ward strategies. Strategy's Expected Result/Impact: Classroom observations Staff Responsible for Monitoring: All teachers Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase literacy opportunities in all classrooms. Strategy's Expected Result/Impact: PLC observations Classroom observations STAAR scores Assessments Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement and supplement the district mentoring program to support new staff. Strategy's Expected Result/Impact: Increase in retention of teachers Staff Responsible for Monitoring: New Teachers Mentors Heather Scott	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Support first year teachers with new teacher academies and supports. Strategy's Expected Result/Impact: Increase in retention of teachers Staff Responsible for Monitoring: Heather Scott Administration	Formative			Summative
	Nov	Jan	Mar	June
				















Strategy 5 Details	Reviews			
Strategy 5: Conduct survey to individualize teacher feedback on walkthroughs and TTESS to meet teacher goal. Strategy's Expected Result/Impact: Increase in TTESS and feedback on staff climate survey Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Continue to provide professional development for all staff to support students with disabilities. Strategy's Expected Result/Impact: Classroom observations Increase in scores Staff Responsible for Monitoring: All staff	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 1: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system

Evaluation Data Sources: Increase in positive response rate from internal and external stakeholders in survey responses

Summative Evaluation: Significant progress made toward meeting Objective

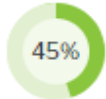












Strategy 1 Details	Reviews			
Strategy 1: Organize awards assembly. Strategy's Expected Result/Impact: Increase in academic achievement Increase in students who qualify for awards Staff Responsible for Monitoring: PBIS Team Cindy Rieder	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 2 Details	Reviews			
Strategy 2: Utilize Blackboard and monthly S'more to keep parents informed of Parkhill events. Strategy's Expected Result/Impact: Increase in attendance for events Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize Twitter and Facebook to inform the community and students of school events and positive "shout outs" for teachers and students. Strategy's Expected Result/Impact: Positive survey results Staff Responsible for Monitoring: Administration Leadership Team	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: Increase links between home and school by providing systematic opportunities for parent engagement

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

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Promote positive parent relations and maintain parent engagement at or greater than 85% Strategy's Expected Result/Impact: Increase in satisfaction on parent survey results Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize Blackboard to contact parents of students who need to attend before/after school tutoring and Saturday school. Strategy's Expected Result/Impact: Attendance records Staff Responsible for Monitoring: Roy Dunn Crystal Kemp Philip Henderson	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement parent education night to encourage campus participation and partnerships with PTAs. Strategy's Expected Result/Impact: Feedback from parents and PTA Staff Responsible for Monitoring: PTA Administration Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 4 Details	Reviews			
Strategy 4: Offer events and activities that encourage parental involvement - Back to School Picnic, Open House, Fine Arts Night, Parkhill Preview, Technology Night and Parent Education Nights. Strategy's Expected Result/Impact: Increase in attendance of activities Staff Responsible for Monitoring: Administration All staff	Formative			Summative
	Nov	Jan	Mar	June
				






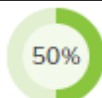

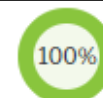

Strategy 5 Details	Reviews			
Strategy 5: Continue monthly parent newsletter. Strategy's Expected Result/Impact: Positive survey results Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Continue parent education night to encourage campus participation and partnerships with PTAs. Strategy's Expected Result/Impact: Feedback from parents and PTA Staff Responsible for Monitoring: PTA Administration Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 7 Details	Reviews			
Strategy 7: Continue to work with PTA to support campus activities and have 100% staff join the PTA. Strategy's Expected Result/Impact: Increase in parent satisfaction Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







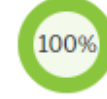









Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

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

Evaluation Data Sources: Maintain district first rating

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize yearly budget audit recommendations to ensure efficient spending and adherence to district, state and federal spending guideline Strategy's Expected Result/Impact: Increase in budget & efficient spending Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to identify and apply for grants that support campus goals. Strategy's Expected Result/Impact: Increase in grant funding Staff Responsible for Monitoring: Administration Instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 3 Details	Reviews			
Strategy 3: 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: District policies and procedures are followed Staff Responsible for Monitoring: Farrah Smock Cindy Rieder ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

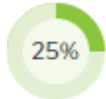



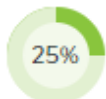



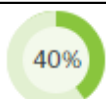
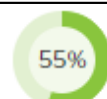
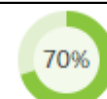
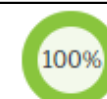
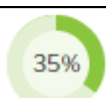
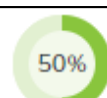
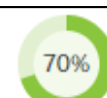

Strategy 4 Details	Reviews			
Strategy 4: Train all staff on proper money handling procedures. Strategy's Expected Result/Impact: Increase in following district expectations Staff Responsible for Monitoring: Farrah Smock Cindy Rieder ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Ensure all staff who directly order/receive goods are aware of proper procurement procedures. Strategy's Expected Result/Impact: Procurement procedures are followed Staff Responsible for Monitoring: Cindy Rieder Farrah Smock ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Ensure expenditures support student outcomes, teacher morale/retention. Strategy's Expected Result/Impact: Increase in student scores and teacher retention. Staff Responsible for Monitoring: Administration Cindy Rieder ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

















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









Performance Objective 1: Provide a safe learning environment for Parkhill.

Evaluation Data Sources: Increase in positive response rate of parents in survey

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement quarterly monitoring of data and CIP progress. Strategy's Expected Result/Impact: Completion of CIP activities Staff Responsible for Monitoring: ILT team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement "I know what to do day" in October, December, February and April to continue to communicate safety protocols to students and staff. Strategy's Expected Result/Impact: Increase in student and staff awareness Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue monthly safety drills. Strategy's Expected Result/Impact: Increase in student and staff awareness Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Communicate via blackboard with parents after safety drills. Strategy's Expected Result/Impact: Parent awareness of safety protocols Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Implement Safety Week (August 29-September 2) by participating in evacuate, hold and secure, lockdown, shelter in place and fire drills. Strategy's Expected Result/Impact: Increase in all students and staff understanding drills and expectations Staff Responsible for Monitoring: All staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement safety procedures to ensure that all visitors are Raptor'd. Strategy's Expected Result/Impact: Increase in campus safety Staff Responsible for Monitoring: All staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Implement dress code policy. Strategy's Expected Result/Impact: Students will follow the dress code Staff Responsible for Monitoring: All staff ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Implement cell phone policy. Strategy's Expected Result/Impact: Decrease in cell phone related violations Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Implement weekly door checks per TEA guidelines Strategy's Expected Result/Impact: Increased safety and security Awareness of potential door issues, damage/repair 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>				

State Compensatory

Budget for Parkhill Junior High School

Total SCE Funds: \$0.00

Total FTEs Funded by SCE: 2.4

Brief Description of SCE Services and/or Programs

Personnel for Parkhill Junior High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Ham, Cara N	Teacher	0.8
Loun, Jamie	Aide I	1
Scott, Heather L	Teacher/Instructional Coach	0.6