

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



Mission Statement

To provide a safe and nurturing instructional environment that meets the needs of all students, academically and socially, while preparing students for their global futures.

Vision

Where all students learn, grow and success.

Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

For the 22-23 school year the campus will work to leverage the resources available through the TITLE I program in order to close the achievement gap. Post pandemic protocols are allowing us the opportunity to engage more with our families and communities. We will utilize tutors and additional instructional support in order to continue to grow and accelerate the campus. The campus received an overall rating of 78 for the 21-22 school year.

Demographics

Demographics Summary

Student Ethnicity distribution

African American 287 - 47.2%

Hispanic 102- 16.8%

White 74 - 12.2%

American Indian 2 - 0.3%

Asian 123 - 20.2%

Pacific Islander 0 0.0%

Two or More Races 20 - 3.3%

Student population data

Students w/ Dyslexia 14 -2.3%

Foster Care 6 - 1.0%

Homeless 4 - 0.7%

Immigrant 108 - 17.8%

Migrant 0

Title I -608 100.0%

Military Connected 11 - 1.8%

At-Risk 327 - 53.8%

Economically Disadvantaged 413 - 67.9%

Non-Educationally Disadvantaged 195 - 32.1%

Section 504 Students 16 - 2.6%

EB Students/EL - 203 - 33.4%

Students w/ Disciplinary Placements (2019-20) 5 - 0.7%

Staff Data

Teachers by Ethnicity:

African American 5.2 -12.3%

Hispanic - 2.9 6.8%

American Indian 0.0

Asian 4.5 - 10.5%

Pacific Islander 1.0- 2.4%

Two or More Races 2.0 - 4.7%

Teachers by Years of Experience:

Beginning Teachers 10.9 - 25.6%

1-5 Years Experience 15.3 - 36.0%

6-10 Years Experience 6.8 - 15.9%

11-20 Years Experience 5.5 - 12.9%

21-30 Years Experience 2.0 - 4.8%

Over 30 Years Experience 2.0 - 4.7%

Demographics Strengths

Because we are a title I campus we have been provided with additional supports and resources. This includes instructional staff, resources and tutors.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Mobility has been an ongoing issue with our student populations. **Root Cause:** Due to the pandemic our families have struggled economically and often

move based on lower rent.

Student Learning

Student Learning Summary

Based on STAAR data from the 21-22 school year :

3rd grade received 75% approaches rate in math and 78% approaches rate in reading.

4th grade received a 71% approaches rate in math and a 74% approaches rate in reading .

5th grade received a 55% approaches rate in math , 62% approaches rate in reading and a 41% approaches rate in Science.

6th grade received a 57% approaches rate in math, 54% approaches in reading.

		Fall 2022								Fall 2021					
	Grade Level	Total Tested	% On or Above 50th %ile	% On or Above 65th %ile	Median Percentile	Mean RIT Score	Total Growth Count	Number Met Growth	Percent Met Growth	Total Tested	% On or Above 50th %ile	% On or Above 65th %ile	Median Percentile	Mean RIT Score	
	All Grades	592	48%	30%	47	177	388	220	57%	518	42%	31%	42	176	
	Kindergarten	87	46%	26%	47	136	0	0	0%	66	38%	30%	43	137	
	Grade 1	90	39%	21%	30	150	63	23	37%	75	37%	27%	36	152	
	Grade 2	83	39%	25%	35	167	69	39	57%	57	37%	30%	32	168	
	Grade 3	84	46%	35%	43	184	58	36	62%	67	55%	34%	52	187	
	Grade 4	74	65%	42%	61	198	58	40	69%	79	57%	41%	57	198	
	Grade 5	91	54%	32%	50	201	77	41	53%	70	41%	30%	38	197	
	Grade 6	83	51%	34%	50	205	63	41	65%	53	34%	26%	39	203	

Student Learning Strengths

Our students are eager learners and are able to make meaningful connections through their experiences. Our students are accustomed to the academic expectations that have been established at the campus.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: behavior and trauma can be a barrier to the student learning experience. **Root Cause:** Mobility, poverty, trauma

School Processes & Programs

School Processes & Programs Summary

We will be piloting the TCM intervention program at RLE. We will be using an elar consultant at RLE that will support us with writers workshop and units of study.

Site based decision maing committee will be established and have all required members.

This year RLE will have a destination imagination team, sprit team and basketball team

School Processes & Programs Strengths

We have family and staff support for all student organizations. Our families and staff are ready to get back to these activities post covid.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Many school processes are being newly established under the current administration. **Root Cause:** Covid and covid restrictions

Perceptions

Perceptions Summary

We will be establishing our SBDM for the first time this year. Our ILT, PTA and admin team work well with collaborating with our community and parents.

We use surveys frequently and share our campus priorities and mission statement weekly. Smore communicator allows our families to have information translated.

Perceptions Strengths

Our community is eager to participate in new activities that were not readily available during the start of the new admins tenure due to covid.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: The pandemic has limited our ability to have various engagement activities. **Root Cause:** Covid

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Dyslexia data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results









Goals







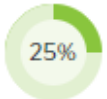





Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 1: Integrate digital citizenship and internet safety campus wide for all students.

Evaluation Data Sources: Collection of ipad contracts and digital citizenship lessons provided by the campus lite.

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement 1:1 device roll-out for all students Strategy's Expected Result/Impact: All students have access to a device and will utilize their device as a learning support tool to their instruction Staff Responsible for Monitoring: Administrators Technology Assistant Campus Technology Team District Technology Support Title I: 2.4, 2.5 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure teachers and students demonstrate appropriate and safe digital behavior Strategy's Expected Result/Impact: % decrease in number of student referrals/discipline incidences for inappropriate technology use Staff Responsible for Monitoring: Administrators LITE Technology Assistant Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Counselor and Lite will develop and implement Digital Citizenship lessons, and Internet safety lessons to focus on responsible use of technology and safety; Campus will create iPad expectation agreement for students and parents Strategy's Expected Result/Impact: Decrease incidents of unsafe online behavior, cyberbullying, devise misuse and damaged or broken devices. Staff Responsible for Monitoring: Counselor, LITE, Administrators, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide purposeful and relevant professional development opportunities to incorporate the 4 C's of STEM in teaching and learning. Strategy's Expected Result/Impact: iTeam support Walk Through data Staff Responsible for Monitoring: Administrator Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.









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













High Priority

Evaluation Data Sources: 100% of students who engaged in SEL implementation

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Stanford Harmony and Second Step, curriculum construct during campus morning meetings, to support social and emotional learning for students. Strategy's Expected Result/Impact: Student participation in SEL instruction will support decreased discipline referrals by 15%. Decrease in bullying investigations Staff Responsible for Monitoring: Administration IGT Teachers Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				


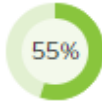






Strategy 2 Details	Reviews			
Strategy 2: PBIS, CHAMPS, House System, and restorative practices will be implemented and monitored consistently to support social and emotional learning for students and overall school culture. Strategy's Expected Result/Impact: Student participation in SEL instruction will support decreased discipline referrals by 15%. Decrease in bullying investigations Admin will facilitate anti-bullying orientations 3-6 Staff Responsible for Monitoring: Administration IGT Teachers Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Participate in ongoing PBIS professional development and supports based on implementation year and survey data. Strategy's Expected Result/Impact: 80% positive response on climate survey (staff and students) Decrease in ISS/OSS referral PBIS walkthrough and feedback process Decrease in bullying investigations Staff Responsible for Monitoring: Administration Student Services Department Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				






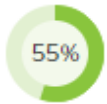







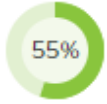


Strategy 4 Details	Reviews			
Strategy 4: Provide MTSS / Branching Minds training to staff and implement " KidTalk" systems with teachers to discuss students who are tier 3 in behavior or academics Strategy's Expected Result/Impact: Interventions resulting in student progress Students identified through Child Find Staff Responsible for Monitoring: RTI Team Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Clear and consistent implementation of discipline management plan; strategies to inform staff of discipline process. Report out discipline data in monthly faculty meetings. Strategy's Expected Result/Impact: % positive response on climate survey (staff and students) Decrease in ISS/OSS referral Staff Responsible for Monitoring: Principals Counselor SOAR PLC Title I: 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
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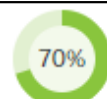
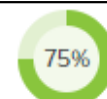





Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.













Performance Objective 3: Create programming to support healthy life choices by students and staff

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

Strategy 1 Details	Reviews			
Strategy 1: Training for all campus staff on the district suicide protocol. Strategy's Expected Result/Impact: All campus staff is aware of the procedures for and are able to seek support for any student who make a suicidal outcry. Staff Responsible for Monitoring: Administrators, Counselors Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Campus implementation of live Wise live Healthy program focusing on safety and security, mental health, drug and violence prevention, healthy relationships, cultural competence, and making connections. Strategy's Expected Result/Impact: All students and staff are aware of and able to access supports when in crisis. Staff Responsible for Monitoring: Administration Counselors Title I: 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Implement theTime to A.C.T." lessons for all 6th-graders Strategy's Expected Result/Impact: Identify and provide support for students with elevated risks of suicidal ideations or previous suicidal attempts. Staff Responsible for Monitoring: Counselor Title I: 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Increase awareness, student reporting options, and parent communication for the areas of bullying and cyberbullying. Use Capturing Kids Hearts and House System as resources to minimize bullying incidents Strategy's Expected Result/Impact: counselor lessons bully box location Staff Responsible for Monitoring: Administration Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Monitor student data reports in an effort to monitor immunization compliance of the student body Strategy's Expected Result/Impact: Health Data Staff Responsible for Monitoring: Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Ensure that all staff members are up to date on Health Services trainings in TNL, CPR trainings for members of the ERT, and CPI trainings for designated staff members . Strategy's Expected Result/Impact: Professional Development Transcripts Staff Responsible for Monitoring: Administrators Nurse Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Ensure Title IX policies and practice are utilized appropriately at Richland Elementary Strategy's Expected Result/Impact: Staff Training Investigation Data Staff Responsible for Monitoring: Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Monitor student absence information by having teachers, SDS, and administrators work together to communicate with parents regarding attendance expectations Strategy's Expected Result/Impact: ability to monitor communicable disease issues on the campus increase in attendance rates	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Campus Emergency Response Team (ERT) will conduct one AED drill each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: Drill log Observation feedback from nurse Staff Responsible for Monitoring: ERT Nurse Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Monitor student absence information in order to stay informed of communicable disease issues on the campus Strategy's Expected Result/Impact: -FOCUS and A2A absence data -call log -absence notes Staff Responsible for Monitoring: ERT Nurse Administrator	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 11 Details	Reviews			
Strategy 11: Monitor student absence information through A2A in order to monitor excessive absence and tardy issues on campus. Set up conferences with parents through A2A to document and develop strategies to support improved attendance. Strategy's Expected Result/Impact: Decrease in absences Decrease in tardies Valid documentation (doctor's note) Staff Responsible for Monitoring: Principals Nurse Counselor SDS Teachers Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Set goals and plan for coordinated health plan Strategy's Expected Result/Impact: % increase in parent survey results. Staff Responsible for Monitoring: ILT Nurse Counselor Principal/Assistant Principal Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				













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

Performance Objective 4: Ensure a culture and environment that embraces equity, diversity and inclusion throughout RLE programs and systems of support

Evaluation Data Sources: Increase hiring and representation of staff and students in all areas of campus function, including increased achievement of Hispanic, AA, Asian, ELL and SPED performance as measured by STAAR (see performance growth goals).

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide and encourage opportunities for students to get connected and involved at school by participating in leadership roles such as: 6th grade jobs, Video Announcements, Buddy readers, classroom helpers, basketball team, cheer team Safety Patrol, Student Council Strategy's Expected Result/Impact: Students will feel connected and involved at school, increasing their sense of belonging and school pride. Decreased disciplinary issued for student involved and connect through extra curricular membership. Staff Responsible for Monitoring: Administrators Counselors Club Sponsors				

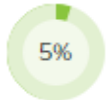







Strategy 2 Details	Reviews			
Strategy 2: Cultural diversity/awareness training for staff and students -Trauma informed teaching - Connecting Cultures training - SEL training -Culturally Responsive Teaching Training in February Strategy's Expected Result/Impact: -decrease in office referrals, bullying reports, and suicide ideation -increases in ratings on parent ant staff climate survey Staff Responsible for Monitoring: Admin ILT Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: The campus pathway to equity plan will focus on decreasing the amount of disciplinary referrals for African American males for the 22-23 school year by engaging our students in meaningful outlets, mentoring opportunities and jobs to add to RLE in a a positive way. Strategy's Expected Result/Impact: AA males will have a more positive outlook at school. Staff Responsible for Monitoring: Principal Hogan TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









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

Performance Objective 5: Decrease Black and Hispanic Special Education student discipline placements in ISS/OSS

Evaluation Data Sources: Focus Discipline data, Unify assessment scores

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Employ Zones of Regulation instruction and strategies, SEL curriculum, calm down tools, and breaks to regulate and manage student behavior. Strategy's Expected Result/Impact: Reduced discipline referrals, ISS/OSS/CMLC placements Reduction in students running from the classroom and reduction in teachers contacting the crisis team for support Staff Responsible for Monitoring: Administrators Special Education Teacher Classroom Teachers Counselor Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop a behavior MTSS plan to document student behaviors that need more than Tier 1 SEL curriculum during morning meeting. These students will receive Tier 2 small group instruction. Strategy's Expected Result/Impact: Reduced discipline referrals, ISS/OSS/CMLC placements Reduction in students running from the classroom and reduction in teachers contacting the crisis team for support Identification of students who need additional evaluation Staff Responsible for Monitoring: Administrators Special Education Teacher Classroom Teachers Counselor Student Services Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				



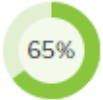

Strategy 3 Details	Reviews			
Strategy 3: Utilize district support for tier 3 student behaviors. Strategy's Expected Result/Impact: Provide referrals for students in need. TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

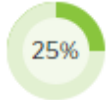











Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 6: Provide students pathways to become successful in all areas at Richland and beyond

Evaluation Data Sources: Feedback from staff and students
-Club participation
-Students, staff, and parent survey results

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide academic planning for 6th grade students through Naviance and counselor guidance lessons to build a plan for junior high. Strategy's Expected Result/Impact: Increased awareness and participation in Pre-ap classes Staff Responsible for Monitoring: Counselor Principal /Assistant Principal Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Implement monthly College Wednesday, AVID, college plaques, classroom college corners, and monthly college focus during announcements to support a college-going culture Strategy's Expected Result/Impact: Increased awareness and participation in Pre-ap classes Student college and career focus evident on bulletin boards and student work products Staff Responsible for Monitoring: Counselor Principal /Assistant Principal Title I: 2.4, 2.5 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue to provide parent informational sessions to enhance a smooth transition from elementary to junior high Strategy's Expected Result/Impact: training agenda sign in sheets Staff Responsible for Monitoring: counselor Title I: 2.5 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 7: MAP (Ensure parent and student education piece, including student goal-setting for growth)

Evaluation Data Sources: NWEA MAP



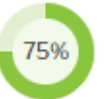





Summative Evaluation: Some progress made toward meeting Objective

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

Performance Objective 8: Implement the 5 student competencies of the graduate profiles

High Priority

Summative Evaluation: Met Objective

Strategy 1 Details		Reviews			
Strategy 1: Financial Literacy - in the area of financial literacy, teachers will highlight financial. Critical Thinking and Problem Solving - We will continue to work closely with GT services in order to provide depth and complexity training to provide appropriate strategies to deepen students understanding of solving problems. Real World Connections - Lesson plans will continue to highlight hooks and engagement to further student connection. Effective Communications - Appropriate communication will be highlighted through written, spoken and listening communication as highlighted by the ELPS. Emotional Intelligence - Students will continue to engage in SEL daily in order to adopt coping and the appropriate emotional responses in various situations. Staff Responsible for Monitoring: ADMIN, ILT 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, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy		Formative			Summative
		Nov	Jan	Mar	June
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 9: Ensure all support staff are aware of and use PBIS strategies as appropriate when working with and support students

High Priority

Evaluation Data Sources: Focus

Summative Evaluation: Some progress made toward meeting Objective

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





Performance Objective 1: Improve student performance and ensure RLE receives an overall rating of at least a B





High Priority





HB3 Goal









Evaluation Data Sources: The majority of tested students will at least receive a rating of at least approaches.









Summative Evaluation: Met Objective













Strategy 1 Details	Reviews			
Strategy 1: Utilize district-wide professional development days and early release days to support and train teachers how to analyze data to inform instructional decisions in the classroom through the PLC model. Strategy's Expected Result/Impact: Professional Development Evaluation Results Inclusion of strategies in lesson plans based on data Walkthrough analysis Performance Growth Goals Staff Responsible for Monitoring: Principals IGT Teachers Title I: 2.4 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Monitoring/Accountability Evaluate and monitor all student groups measured for accountability Strategy's Expected Result/Impact: Improved Student Performance on state required assessments (STAAR, TELPAS) Review of student performance data by student groups each 9 weeks Increase number of students moving from approaches to meets in all tested areas Review of student performance data by student groups by teacher each 9 weeks Data PLCs Performance Growth Goals per student group Staff Responsible for Monitoring: Principal IGT Title I: 2.4 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Address 4th grade writing priority TEKS identified on the Lead4ward Heat Map during PLCs.</p> <p>TEKS include:</p> <p>Revision-</p> <p>4.15-writing process</p> <p>4.15(C)-revise draft</p> <p>4.18(A)-create a brief composition</p> <p>Editing-</p> <p>4.15-writing process</p> <p>4.20(A)-parts of speech</p> <p>4.20(B)-complete subject & predicate</p> <p>4.22(C)-homophones</p> <p>Written Composition-</p> <p>4.15-writing process</p> <p>4.18-expository & procedural text</p> <p>Strategy's Expected Result/Impact: Improved Student Performance on state required assessments (STAAR, TELPAS)</p> <p>Increase number of students moving from approaching to meets in writing</p> <p>Review of student performance data by student groups by teacher each 9 weeks</p> <p>Data PLCs</p> <p>Performance Growth Goals per student group</p> <p>Staff Responsible for Monitoring: Principal IGT</p> <p>TEA Priorities:</p> <p>Build a foundation of reading and math</p> <p>- ESF Levers:</p> <p>Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details		Reviews			
Strategy 4: Improve 6th grade STAAR reading performance through the implementation of the new TEKS, TCM, Units of Study , Hello and LLI. Strategy's Expected Result/Impact: Increase of 6th grade reading STAAR scores from 62% approaches to 70% approaches Increase number of students moving from approaching to meets in reading Review of student performance data by student groups by teacher each 9 weeks Data PLCs Performance Growth Goals per student group Increase of students reading on grade level based on DRA and MAP Staff Responsible for Monitoring: IGT admin Title I: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: Analyze state assessment results and identify instructional strengths and weaknesses to guide Tier 1 instruction to increase students performance levels from "approaches" to "meets" and "meets" to "masters" in all tested areas. Strategy's Expected Result/Impact: Analyze student performance data on district assessments and map testing Analyze student group performance after every district assessment and MAP/MAP skills testing Performance Growth Goals Staff Responsible for Monitoring: IGT admin Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 6 Details		Reviews			
Strategy 6: Maintain alignment of written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward and PLC) Strategy's Expected Result/Impact: Increase in district assessment data for all students, Hispanic, Asian, and special education students. Staff Responsible for Monitoring: IGT admin teachers Title I: 2.4, 2.5, 2.6		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 7 Details		Reviews			
Strategy 7: Implement new ELAR TEKS with a Balanced Literacy Focus utilizing TEKS Resource System (TRS), Lead4ward, district professional learning and Schoology resources. Strategy's Expected Result/Impact: Increase in all student populations and overall student scores Increase in student growth measures across all student populations Staff Responsible for Monitoring: IGT admin Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math		Formative			Summative
		Nov	Jan	Mar	June
					


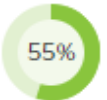
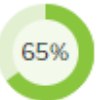







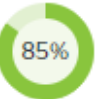

Strategy 8 Details	Reviews			
Strategy 8: Utilize AVID training and strategies to increase student organization, communication, culture, and critical thinking. Strategy's Expected Result/Impact: Faculty Meeting Agendas Monthly AVID strategy focus College corners and college plaques College-focused student work Staff Responsible for Monitoring: Admin AVID Teachers Teachers Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: We will utilize the FEV tutoring program with 16v- 6th grade students in the area of Reading and Math. Strategy's Expected Result/Impact: Growth in the areas of reading and math Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Funding Sources: ESSR Funds - 211 - Title I, Part A - \$12,500	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 2: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward and PLC)

Evaluation Data Sources: All tested students meet standard; meet or exceed campus performance goals

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Monitor TRS Implementation Strategy's Expected Result/Impact: Walkthrough Analysis Student Performance Goals Performance Growth Goals Staff Responsible for Monitoring: Principal IGT Title I: 2.4 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize data discussed in PLCs to provide reading interventions for K-2 students in reading through resources such as mclass /dibbles, HELLO, TCM, and LLI Strategy's Expected Result/Impact: Students progressing in reading levels through LLI and TCM Students falling off priority report through the implementation of iStation lessons Staff Responsible for Monitoring: Administrator Teachers CRS	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide communication to parents through the SMORE Newsletter regarding the implementation of Technology resources with 1-to-1 iPads and discuss how the activities are aligned with grade level curriculum Strategy's Expected Result/Impact: Parent survey results Staff Responsible for Monitoring: Administrator Tech Team	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: Ensure 100% of English Language Learners (ELL) students will make progress towards an advanced level in proficiency in Reading, Writing, Listening and Speaking. The majority of ELL students will recieve at least a rating of an approaches rating for state assessment.

High Priority



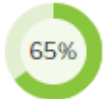





Evaluation Data Sources: Student performance meets or exceeds campus performance growth goal

Strategy 1 Details	Reviews			
Strategy 1: Expand and enrich programs to support parent engagement Strategy's Expected Result/Impact: 15% positive increase in parent climate survey Staff Responsible for Monitoring: Administrators PTA Title I: 4.1, 4.2 Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 15%	<div><div></div></div> 30%	<div><div></div></div> 65%	<div><div></div></div> 100%
Strategy 2 Details	Reviews			
Strategy 2: Implement ELLevation and ensure all ESL and content teachers progress monitor and adjust to meet needs of students Strategy's Expected Result/Impact: ELLevation usage reports Performance Growth Goals Staff Responsible for Monitoring: Administrators ESL Teachers Title I: 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 20%	<div><div></div></div> 40%	<div><div></div></div> 50%	<div><div></div></div> 100%
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Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 4: Increase student instructional time by decreasing the number of student tardiness

Evaluation Data Sources: Focus Attendance Data
Summative Evaluation: Met Objective

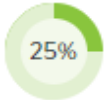



Strategy 1 Details	Reviews			
Strategy 1: Utilize A2A attendance program to notify parents of attendance concerns, and increase communication between parents and school. Strategy's Expected Result/Impact: Decrease in student tardy and absence frequency Staff Responsible for Monitoring: Administrators Student Data Specialist Title I: 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









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

Performance Objective 5: Utilize a K-12 Balanced Literacy Program (Reading and Writing)

Evaluation Data Sources: Utilize district provided information on balanced literacy.

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize the district framework for Balanced Literacy to increase reading competencies of all students, especially Sped and ELL students. Strategy's Expected Result/Impact: Framework Training for teachers on Balanced Literacy. Lesson plans Walk through Staff Responsible for Monitoring: admin IGT Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Utilize LLI, focused tutoring groups, and data tracking in K-2 to support foundational reading skills and increase the number of students leaving 3rd grade reading on grade level Strategy's Expected Result/Impact: increase in MAP / Lexile, DRA, LLI reading levels students moving from tier 3 to tier 2 data sheets tutoring rosters Staff Responsible for Monitoring: teachers Ilt admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	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: Improve campus wide PLC and collaborative team times .

High Priority

Evaluation Data Sources: Student work
Pre and Post assessment
MAP mclass DRA data

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: 1) Train and implement all staff on School Routine scripts for morning entry, and entering and exiting the school. Strategy's Expected Result/Impact: Increase in instructional time via walkthroughs PLC data Decrease in behavior incidents Staff Responsible for Monitoring: Admin ILT Title I: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 7: Utilize campus interventionist in k-2 literacy and math specialist in support groups

High Priority

Evaluation Data Sources: MAP, Branching Minds and Quizzes

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Reading and Math interventionist will service K-6 tier 3 students daily using mclass, Zearn, TCM, GPS kits, LLI and Hello Strategy's Expected Result/Impact: Increase in student academic performance.. Staff Responsible for Monitoring: ILT 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
				
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Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 8: All staff will be encourage to complete the Region X GT Professional Dev. Hours & Certificate

Evaluation Data Sources: Region 10 certificates and collaboration with advanced learning teacher.

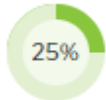







Strategy 1 Details	Reviews			
Strategy 1: All staff will complete the GT hours by the EOY 2023. TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 25%	<div><div></div></div> 45%	<div><div></div></div> 70%	<div><div></div></div> 100%
<div><div>0%</div> No Progress</div> <div><div>100%</div> Accomplished</div> <div><div>→</div> Continue/Modify</div> <div><div>✖</div> Discontinue</div>				









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

Performance Objective 9: We will continue to utilize strategies to promote literacy and to address students reading on grade level

High Priority

Evaluation Data Sources: MAP, Mclass, Dibbles, DRA, STAAR



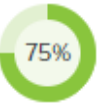





Strategy 1 Details	Reviews			
Strategy 1: We will engage families in literacy based programs and teach them strategies to support their learners at home. Strategy's Expected Result/Impact: Increase in reading proficiency level. Staff Responsible for Monitoring: ILT and admin Title I: 2.4, 2.5, 2.6, 4.2 - 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 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: The campus has adopted DEER time as an instructional expectation for all. Strategy's Expected Result/Impact: Increase in reading proficiency Staff Responsible for Monitoring: ILT and admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, 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
				

Strategy 3 Details	Reviews			
Strategy 3: Book bags are established for k-2 students to take guided reading books home daily. Strategy's Expected Result/Impact: Exposes students to text in order to increase comprehension 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	Formative			Summative
	Nov	Jan	Mar	June
				
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Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 10: Accelerated learning plans will be established for 4-6 students who did not meet standard on any STAAR exam.

High Priority
HB3 Goal
Evaluation Data Sources: STAAR, SIMS
Summative Evaluation: Met Objective

Strategy 1 Details		Reviews			
Strategy 1: The campus will use "teacher created materials" for the ITime program and for HB4545 Strategy's Expected Result/Impact: Students will achieve higher than years prior based on staar cut scores. Staff Responsible for Monitoring: nicole chapman, IC and Principal Hogan Title I: 2.4, 2.5, 2.6 - 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		Formative			Summative
		Nov	Jan	Mar	June
					
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Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 11: For the 22-23 school year, all 3-6 teachers will receive ongoing training to support readiness while aligning and incorporating the teacher competencies and instructional priorities.

High Priority

HB3 Goal

Evaluation Data Sources: SIM, MAP, STAAR, pre and post test (TCM)

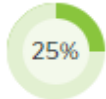
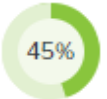
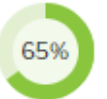





Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 12: Students serviced under special education will be monitored tightly to ensure that they are receiving the appropriate accommodations and have goals that challenge and grow them.

High Priority

Evaluation Data Sources: Data collection, MAP, IEPs, mclass, DRA, district inventories.

Summative Evaluation: Met Objective








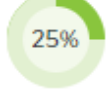
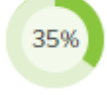


Strategy 1 Details	Reviews			
Strategy 1: The ECSE will engage with their age appropriate peers beyond the minimum requirement. Strategy's Expected Result/Impact: An increase in social skills An increase in social language An opportunity to interact with peer mentors Staff Responsible for Monitoring: SPED team, admin Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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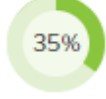







Goal 3: We will recruit, retain, and reward quality personnel.

Performance Objective 1: Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflect the RLE student population

Evaluation Data Sources: Increase in diverse demographic representation in RISD hiring from 32.4% to 40%

Summative Evaluation: Met Objective









Strategy 1 Details	Reviews			
Strategy 1: We will seek to offer teaching positions to hire "open contracts" Strategy's Expected Result/Impact: Increase in diverse applicants hired Reduced turnover rate by 3% Staff Responsible for Monitoring: Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All new to RISD teachers will participate in RLE 101 in order to assimilate to the campus culture. Strategy's Expected Result/Impact: Teachers with 0-1 years of experience will remain at campus for the upcoming school year. Staff Responsible for Monitoring: Administrators Instructional Coach TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: 0-1 year teachers will utilize the monthly RPM newsletter provided by the RPM lead and information shared in monthly RPM meetings to address concerns and build capacity Strategy's Expected Result/Impact: Teachers with 0-1 years of experience will remain at campus for the upcoming school year. Staff Responsible for Monitoring: Administrators Instructional Coach Lead RPM Mentor	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Supplement the district mentoring program to support new staff. Strategy's Expected Result/Impact: Positive teacher feedback Improved student scores Staff Responsible for Monitoring: Admin Mentor Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Host monthly RLE 101 meetings with timely information to support new teachers throughout the year Strategy's Expected Result/Impact: Positive teacher feedback Increased teacher retention Staff Responsible for Monitoring: Admin Mentor Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Utilize title I funds to provide continued consultation for 4-6 ELAR teachers. Strategy's Expected Result/Impact: Increase in staff retention Staff Responsible for Monitoring: Admin and ILT TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools	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: Seek employee input and feedback from RLE staff to inform decision making
Strategic Action Plans: P4.1-P4.7

Evaluation Data Sources: Increase positive response rate by staff on professional developed offered at campus from 63% to 80%
Summative Evaluation: Met Objective






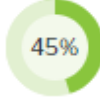


Strategy 1 Details		Reviews			
Strategy 1: Partner with the district to address topics specific to campus needs based on survey data to maintain positive staff perception in the following areas: Transportation TTESS Feeling supported by supervisor PBIS/Discipline Strategy's Expected Result/Impact: Staff Climate Survey Results Perceptions greater than or equal to 90% Positive Response (Strongly Agree/Agree) for Transportation, Feedback TTESS and Feeling Supported by Supported by supervisor Staff Responsible for Monitoring: Administrators Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					













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

Performance Objective 3: Provide necessary professional development to successfully implement meet the Vision, Mission, Goals and Objectives of the district and campus

Evaluation Data Sources: Staff Surveys,Exit tickets

Summative Evaluation: Exceeded Objective






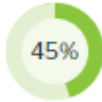
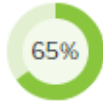

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide campus based professional development, and inform staff of district professional development in all curricular areas to enhance instructional strategies with a focus on supporting TRS, PLC and Lead4Ward Strategy's Expected Result/Impact: Number of Sessions & Participants feedback Performance Growth Goals Staff Responsible for Monitoring: Administrators IGT Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Communicate with district to provide professional development for instructional staff to support students with disabilities Strategy's Expected Result/Impact: Number of Sessions & Participants Performance Growth Goals Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 3 Details	Reviews			
Strategy 3: Continue to provide campus based professional development to support the following district focus areas: a. TRS b. Professional Learning Communities (4 Questions) c. Lead4Ward Strategies for planning instruction and data analysis d. Technology Integration e. PBIS/Equity Strategy's Expected Result/Impact: Number of Sessions & Participants Walkthrough data analysis Performance Growth Goals Staff Responsible for Monitoring: Administrators IGT Title I: 2.5, 2.6 Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Utilize campus walk-through form to give intentional, specific feedback for teacher growth Strategy's Expected Result/Impact: teacher feedback Improved instruction Improved student success Improved procedures and behavior Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Increase links between home and school by providing systemic opportunities for parent engagement

Evaluation Data Sources: Increase in positive response rate by parent/community on the survey results at or above 85%

Strategy 1 Details	Reviews			
Strategy 1: Promote positive parent relations and maintain parent engagement at or greater than 85% Strategy's Expected Result/Impact: Parent Survey Results Greater than or equal to 85% Responses (Strongly Agree/Agree) Staff Responsible for Monitoring: Admin Title I: 4.2	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue partnership with Council of PTA to increase and support parent engagement through the PTA membership drive. Strategy's Expected Result/Impact: End of Year Membership Report Staff Responsible for Monitoring: Admin Title I: 4.1, 4.2	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 3 Details	Reviews			
Strategy 3: Provide parent information workshops in the area of social/emotional needs and digital literacy Strategy's Expected Result/Impact: # and Title of Parent Workshops Parent Feedback Increase positive response on climate survey % of parents attending at least one parent information workshop Staff Responsible for Monitoring: Admin Counselors ILT ESF Levers: Lever 3: Positive School Culture Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Expand and enrich programs to support parent engagement Strategy's Expected Result/Impact: % positive increase in parent climate survey Staff Responsible for Monitoring: Admin Counselors PTA Board Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Plan family nights that include : free book fair, counselor monthly coffee talks, polar express, math and science night, picnic in the park et. Strategy's Expected Result/Impact: Increase in the partnership between parent and campus Staff Responsible for Monitoring: Principal Hogan and counselors 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 4: We will ensure that all families, businesses and community partners are fully engaged in the mission of the district

Performance Objective 2: Enhance communication processes to provide stakeholders with timely, effective and reliable communication.

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

Summative Evaluation: Met Objective

















Strategy 1 Details	Reviews			
Strategy 1: Enhance positive and proactive communication in multiple languages using a variety of means including SMORE and black board mass communication. Strategy's Expected Result/Impact: Improved results on communication on the Parent Survey Staff Responsible for Monitoring: Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Showcase the positive things happening at RLE through multiple social media avenues, such as Twitter, SMORE, and Facebook. Strategy's Expected Result/Impact: Improved results on Parent Survey Improved School Climate Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations

Evaluation Data Sources: Catalog of volunteer hours, names, hours, organizations, locations. Data collected this year is baseline.



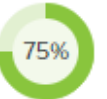





Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Develop database of volunteer groups to explore volunteer opportunities Strategy's Expected Result/Impact: Database Survey for Volunteers to communicate their strengths Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase awareness of volunteer opportunities in order to increase parent and community involvement. Strategy's Expected Result/Impact: Increased number of volunteers including family and community businesses. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Seek business and community partnerships Strategy's Expected Result/Impact: Increase engagement and support from business and community partners Staff Responsible for Monitoring: Admin	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 the district

Performance Objective 4: We will engage our families in content based actives such as : math / science and literacy night. Where they will be able to recieve additional resources for helping their students at home.

High Priority
Evaluation Data Sources: Title I sign in sheets
Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: We will engage families in our STAAR night. Where families will be able to learn about staar 2.0 Strategy's Expected Result/Impact: Sharing of resources Cooperation between families and home Staff Responsible for Monitoring: ILT and Admin Title I: 2.4, 2.6, 4.1, 4.2 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, 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><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Identify and qualify for grants

Evaluation Data Sources: Fiscal data sources

Summative Evaluation: Met Objective

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

Performance Objective 2: Provide training and support for all support staff processing PO's sub payment, etc to ensure staff are following proper policies and procedures.

High Priority



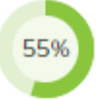





Evaluation Data Sources: Munis training, staff training.

Summative Evaluation: Met Objective

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

Performance Objective 3: Create a plan specific dates to ensure all employees receive training on proper money handling procedures (fall and spring training)

Evaluation Data Sources: Sign In sheets, Munis training

Strategy 1 Details	Reviews			
Strategy 1: Ensure all sponsors are properly trained to handle money Staff Responsible for Monitoring: Principal Hogan ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
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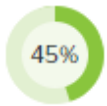






Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

Performance Objective 4: Ensure expenditures support student outcomes, teacher morale / retention, etc.

High Priority

Evaluation Data Sources: Climate surveys (formal and informal)









Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Staff supply closet will be used to support teacher needs. Strategy's Expected Result/Impact: Teacher decrease in purchasing their own goods Staff Responsible for Monitoring: Admin 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> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 5: Ensure expenditures support student outcomes, teacher morale / retention















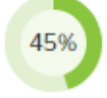

Evaluation Data Sources: Munus, climate surveys, internal surveys, principal table talks

Strategy 1 Details	Reviews			
Strategy 1: Teachers will have an opportunity to participate in table talks and private listening tours. Strategy's Expected Result/Impact: Lift in staff morale Staff Responsible for Monitoring: Hogan TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 1: Provide a safe, comfortable, and well-maintained environment at RLE

Evaluation Data Sources: Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses;

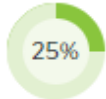







Strategy 1 Details	Reviews			
Strategy 1: Monitor effectiveness of security processes on a continual basis throughout year Strategy's Expected Result/Impact: Completion of Yearly Review Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Maintain Campus Crisis Plan with yearly training for staff throughout school year Strategy's Expected Result/Impact: Annual Training Dates & Protocols Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide periodic practice of emergency procedures each month throughout the year Strategy's Expected Result/Impact: Emergency Drills & Recommendations Staff Responsible for Monitoring: Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Complete second year of PBIS implementation and classroom CHAMPS. Strategy's Expected Result/Impact: PBIS artifacts Continuation of PBIS Staff Responsible for Monitoring: Admin PBIS/SOAR Team	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Implement House System to support PBIS and SEL Strategy's Expected Result/Impact: LiveSchool data Discipline Data Staff Responsible for Monitoring: Admin PBIS/SOAR Team	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Implement "I Know What to Do Day" in September, November, January, and March (LiveWiseLiveHealthy) Strategy's Expected Result/Impact: Feedback from staff, students and parents % positive increase on staff, student and parent survey (5%) Staff Responsible for Monitoring: Administrators Teachers Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Send out Blackboard Connect messages to parents after "I Know What to Do Days" and monthly safety drills Strategy's Expected Result/Impact: Increase of parents responses who agree that they are informed of safety drills at the campus Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Update CIP quarterly to show completion of actions. Strategy's Expected Result/Impact: CIP Formative Data Staff Responsible for Monitoring: Admin ILT ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, 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 infrastructure adapt to support our mission.

Performance Objective 2: Hold " I know what to do day" in October, December, February and April

High Priority
Evaluation Data Sources: Staff, Parent and Student Surverys



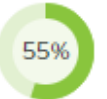





Strategy 1 Details	Reviews			
Strategy 1: Provide continued support around safety and security. Strategy's Expected Result/Impact: Pass safety audits. Staff Responsible for Monitoring: Admin TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 3: Strategies for communicating on-going safety protocols for students, staff and parents

High Priority



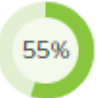





Evaluation Data Sources: Rocket Fuel - Smore, The Lowdown - Smore , Blackboard, Text message, team newsletters

Strategy 1 Details	Reviews			
Strategy 1: Communicate via blackboard with parents after each safety drill Strategy's Expected Result/Impact: Increased communication Staff Responsible for Monitoring: Principal Hogan TEA Priorities: Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 4: Safety Week (August 29-September 2) Campus will participate in Evacuate, Hold and Secure, lockdown, shelter in place and fire drills.

High Priority
Evaluation Data Sources: Informacast

Strategy 1 Details		Reviews			
Strategy 1: Ensure that staff is resourceful in delivering information. Strategy's Expected Result/Impact: Students are better prepared. ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing		Formative			Summative
		Nov	Jan	Mar	June
		 20%	 35%	 55%	 100%
		 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 5: Update CIP quarterly to show progress; November 18, January 27, March 31, June 9

High Priority

Evaluation Data Sources: Plan 4 learning, needs assessment

Summative Evaluation: Met Objective

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

Performance Objective 6: Cell phone policy will be shared and maintained for the 22-23 school year.

Evaluation Data Sources: Decrease in cellphone disciplinary infractions

Summative Evaluation: Met Objective

State Compensatory

Budget for Richland Elementary

Total SCE Funds: \$5,460.00

Total FTEs Funded by SCE: 0

Brief Description of SCE Services and/or Programs

Tutoring, Consultant, scholastic news purchase , Time for kids

Title I

2.1: Campus Improvement Plan developed with appropriate stakeholders

The CIP was completed by the admin team and ILT team.

2.2: Regular monitoring and revision

Please see Title1Crate for the following documentation.

2.3: Available to parents and community in an understandable format and language

Please see Title1Crate for the following documentation.

2.4: Opportunities for all children to meet State standards

Please see Title1Crate for the following documentation.

2.5: Increased learning time and well-rounded education

Please see Title1Crate for the following documentation.

3.1: Annually evaluate the schoolwide plan

Please see Title1Crate for the following documentation.

5.1: Determine which students will be served by following local policy

Please see Title1Crate for the following documentation.