

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



# Mission Statement

At North, we inspire all learners to be engaged, equipped and empowered to contribute successfully to their community.

## Vision

Helping students become resilient, resourceful, creative and global.

## Value Statement

We believe learning is a process in which students become active owners of their personal growth and feel safe to take risks, explore and innovate.

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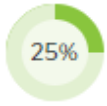
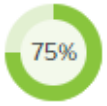





# Goals






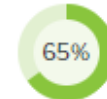





**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 1:** Student Populations will show improvement in all areas of need on STAAR, MAP, and Discipline data over 2022-2023.  
(Academic Improvement and Discipline)

**Evaluation Data Sources:** Monitor Data in each area quarterly.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> SpEd performance increases in each subject area by 10% through differentiated instruction, focused interventions, and appropriate systems and supports for each student.  RLA 7: 32% --> 42% RLA 8: 30% --> 40% Math 8: 14% --> 24%  <b>Strategy's Expected Result/Impact:</b> Growth in student achievement on STAAR. <b>Staff Responsible for Monitoring:</b> SPED Dept Chair SPED Inclusion Teachers Classroom Teachers IC	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> MTSS - Continue 7th grade and 8th-grade MTSS classes to meet the needs of students who consistently score below 50% on district and state exams. These classes (Academic Literacy) will replace one elective class and not exceed 20 students in each class. Achieve 3000 will be used to meet the needs of these students.  <b>Strategy's Expected Result/Impact:</b> Increased scores on reading assessments and overall improvement in student's achievement. <b>Staff Responsible for Monitoring:</b> Achieve 3000 Teacher Counselors Admin over SPED	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Use elevation monitoring system to document ELPS supports for EB students. Hold EB student conferences to inform, set goals, and develop ongoing monitoring strategies by November 18, 2022. <b>Strategy's Expected Result/Impact:</b> We will increase by 10% the number of students who receive an AH in four TELPAS areas. <b>Staff Responsible for Monitoring:</b> ESL Department Head Instructional Coach LPAC Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Students will increase the amount of time they spend speaking for academic purposes in class. A total of 20% of class time will be dedicated to allowing students to speak and share. <b>Strategy's Expected Result/Impact:</b> We will increase the number of students who improve on the speaking portion of TELPAS by 10%. <b>Staff Responsible for Monitoring:</b> ESL Department Head Instructional Coach LPAC Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				














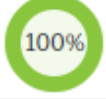
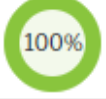
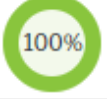
**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.





















**Performance Objective 2:** Provide a safe school and a positive learning environment.

**Evaluation Data Sources:** Increase positive response rate from internal and external stakeholders on survey responses; decrease the number of office referrals for ISS, OSS, and DAEP.

















**Summative Evaluation:** Some progress made toward meeting Objective









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will utilize a discipline management system using clear and consistent implementation 100% of the time when dealing with discipline issues in the classroom. A review of this system will take place prior to the beginning of school and throughout the year as needed. CHAMPS and PBIS will be used inside and outside of the classroom. <b>Strategy's Expected Result/Impact:</b> Comprehensive discipline data for entire school to inform decisions about behavior management for all staff. <b>Staff Responsible for Monitoring:</b> PBIS Team Lead Assistant Principals  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continued use of PBIS systems. Train new staff members in all things PBIS at North. Review required systems with all staff at the beginning of the year. Maintain common language in the hallways, classrooms, and cafeteria as well as increasingly common and consistent use of Vikings H.A.V.E. Pride (CHAMPS) in the classroom. <b>Strategy's Expected Result/Impact:</b> Reduced discipline referrals in all 3 areas, especially classrooms. <b>Staff Responsible for Monitoring:</b> Administrators PBIS Team Lead IC  <b>Title I:</b> 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> We will create a bully-free culture at North by informing students how to recognize bullying. Students will receive communication about bullying prevention and how to report bullying through Advisory in early September. Parents will be informed of bullying incidents and the district policy will be followed. A binder will be used for organizing and retaining documentation. Continue to provide a google link to student links in Chromebooks for reporting bullying <b>Strategy's Expected Result/Impact:</b> Management of behavior. There will be awareness and a reduction in bullying. Students will have the opportunity to report anonymously. <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement district guidelines for notifying parents of bullying incidents. Parents will be notified within 24 hours of incident through personal phone call and given access to a RISD Bullying Report Form. AP's will include parents in a plan to monitor the effectiveness of the consequences given to the bully. <b>Strategy's Expected Result/Impact:</b> Increased awareness of schools bully intervention plan which will result in increased positive response rate on parent survey at the end of the year. <b>Staff Responsible for Monitoring:</b> Counselors Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Ongoing education of all students about appropriate internet behaviors including interacting with other individuals on social media and cyberbullying awareness and response. Information will be taught through Advisory once per month. <b>Strategy's Expected Result/Impact:</b> Increased awareness among students about the dangers and consequences of inappropriate use of the internet. <b>Staff Responsible for Monitoring:</b> Digital Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Monitor immunization compliance of the student body. <b>Strategy's Expected Result/Impact:</b> All students will be up to date on immunizations resulting in a safer school. <b>Staff Responsible for Monitoring:</b> Nurse	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Nurse will monitor communicable disease issues on the campus in order to decrease the spread of disease at school. <b>Strategy's Expected Result/Impact:</b> Safer, healthier school. <b>Staff Responsible for Monitoring:</b> Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> A Campuswide Emergency Response drill will be conducted each semester in an effort to be prepared to respond quickly if a cardiac event or another emergency should occur on campus. <b>Strategy's Expected Result/Impact:</b> Staff members will be prepared and be able to act quickly and effectively in the event of a cardiac arrest or another emergency on campus. <b>Staff Responsible for Monitoring:</b> Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Counselors will educate and train all faculty on how to respond, identify and proceed in situations where students express suicidal ideation and signs and symptoms of drug abuse by the end of October.  Review signs of suicide with staff within the first two months of school.  Add information PPT to staff website for continued access to information. <b>Strategy's Expected Result/Impact:</b> Staff will be prepared to handle these situations when/if they occur. <b>Staff Responsible for Monitoring:</b> Counselors Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Counselors will provide Signs of Suicide guidance for all students through Advisory classes by the end of September. <b>Strategy's Expected Result/Impact:</b> Increased awareness of how to identify the signs of suicide and how to report it. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Counselors will provide suicide hotline numbers on the Viking Website by the end of September. In addition, the number will be included on the back of Student ID's. <b>Strategy's Expected Result/Impact:</b> Serve more students in crisis.  Students are informed in how to get help at school. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Counselors will provide links to students to request to see the counselor for non-emergency situations in Google Classroom and the Viking Website by the second week of school. <b>Strategy's Expected Result/Impact:</b> Increased access to counselors. Scholars are informed in how to get help in school. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Counselors will conduct "Minute Meetings" with 100% of 7th and 8th scholars by the end of September. <b>Strategy's Expected Result/Impact:</b> Each scholar will know who their counselor is after meeting face to face. This will allow counselors to build connections with each scholar and increase access to counselors. <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Staff will implement the Coordinated School Health Program, Live Wise, Live Healthy, covering monthly lessons throughout the school year through Advisory.  Topics include: -Suicide prevention and awareness -Drug and Violence Prevention Education -Mental Health Awareness -Healthy Relationships (harassment and dating violence) -Cultural Competence -Making Connections <b>Strategy's Expected Result/Impact:</b> Improved understanding of health and well being for all students. <b>Staff Responsible for Monitoring:</b> Advisory Team Lead Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Continue Communities in Schools Program as an added layer of support to link scholars with community resources, provide direct services to help our scholars succeed, and enhance student-to-school connections. CIS will provide direct services to at least 100 case-managed students throughout the school year. <b>Strategy's Expected Result/Impact:</b> Decrease drop-out rate and help our scholars feel connected and supported. <b>Staff Responsible for Monitoring:</b> Principal Community in Schools Representative	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 16 Details		Reviews			
<b>Strategy 16:</b> Teachers will implement strategies for teaching the 5 student competencies of the Graduate Profile. <b>Strategy's Expected Result/Impact:</b> Increased awareness and proficiency of student competencies. Decrease in dropouts and Leavers. <b>Staff Responsible for Monitoring:</b> Campus Administration Teachers		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 unique needs of all our students.

**Performance Objective 3:** Enhance student to school connections.

**Evaluation Data Sources:** Google form data that monitors student involvement in extracurricular activities.

**Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase extra-curricular participation from 72% to 80% among all students by encouraging students to take part in available extracurricular activities during announcements in Advisory. Continuous highlights of available opportunities will occur each quarter.  <b>Strategy's Expected Result/Impact:</b> Increased involvement in extra-curricular activities that result in increased student sense of belonging. Students will become aware of opportunities for leadership potential as well while participating in one or more activities.  <b>Staff Responsible for Monitoring:</b> Advisory Team Lead Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Educate community and students on CTE pathways and encourage participation through school involvement and communication.  <b>Strategy's Expected Result/Impact:</b> Increased enrollment in CTE programs at North and at Pearce High School.  <b>Staff Responsible for Monitoring:</b> Counselors  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> North will connect with Pearce High School to promote CTE opportunities for our 8th-grade scholars in November.  <b>Strategy's Expected Result/Impact:</b> Increased participation in CTE pathways and courses when scholars transition to High School.  <b>Staff Responsible for Monitoring:</b> Counselors	Formative			Summative
	Nov	Jan	Mar	June
				







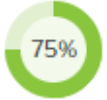


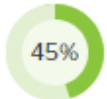



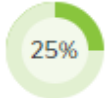


Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Our Pathway to Equity will focus on increasing our Hispanic participation in extra curricular activities. Intentional focus will be placed on CBE with quarterly visits to the campus, parent information nights and student tours at North.  <b>Strategy's Expected Result/Impact:</b> Increase in Hispanic enrollment and participation in extra curricular. Increase in connection to school. <b>Staff Responsible for Monitoring:</b> Campus Administration Athletics, Fine Arts, Extra Curricular Sponsors	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

**Performance Objective 4:** Increase links between home and school by providing systemic opportunities for parent and student engagement and volunteer opportunities.

**Evaluation Data Sources:** School events calendar. Survey and Voly data.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct North Navigation Night to familiarize incoming 7th grader students and their parents with classes and program opportunities at North. Date: Wednesday, November 16, 2022. <b>Strategy's Expected Result/Impact:</b> Generating an air of excitement and a feeling of community for incoming students. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Promote attendance through Viking Voice!, email, and advertisement of Mustang Roundup for incoming 9th-grade students to help students connect with JJ Pearce and positively impact graduation, dropout, and completion rates. <b>Strategy's Expected Result/Impact:</b> Improvement in transition and student connections at Pearce or the RHS magnet. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> North 8th grade AVID students will make connections with high school AVID students in order to prepare AVID students for transition to high school. <b>Strategy's Expected Result/Impact:</b> Continued participation in AVID and recruit new students into the AVID system. <b>Staff Responsible for Monitoring:</b> AVID Team Lead	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement Padres Unidos group for parents. The purpose of Padres Unidos is to create a safe and fun place for parents to learn, grow and share as we create connections and develop skills to increase the success of North's families at school and within the community. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement and connections. <b>Staff Responsible for Monitoring:</b> Community in Schools Representative Intervention Counselor	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify





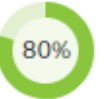







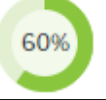

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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 5:** MTSS/Branching Minds - Tier 3 Intervention Monitoring and Progress for specified students who are underachieving in Reading and Math.

**Evaluation Data Sources:** Branching Minds dashboard.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Underachieving students in reading will be served in one or more of the following support systems: MTA, Language Live, Academic Literacy Course utilizing Achieve 3000 or accelerated lessons that support Tier 1 instruction for at least 1 hour per week. <b>Strategy's Expected Result/Impact:</b> Increased success in reading ability. <b>Staff Responsible for Monitoring:</b> Assigned teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Under HB4545, students who failed STAAR Math or Reading last year, or, for those scholars who did take STAAR last year and did not achieve an acceptable RIT score on their MAP test, will be included in focused accelerated instruction after school or during Advisory each week for at least an hour. <b>Strategy's Expected Result/Impact:</b> Achievement growth in all areas. <b>Staff Responsible for Monitoring:</b> Classroom teacher Acceleration teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All core teachers will utilize Branching Minds to track scholar growth and set goals. <b>Strategy's Expected Result/Impact:</b> Scholar growth in all content areas. <b>Staff Responsible for Monitoring:</b> Classroom Teacher	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Create MTSS Team and meet monthly to examine and track data in all core subjects. <b>Strategy's Expected Result/Impact:</b> Improved student performance and success on all assessments, including STAAR. <b>Staff Responsible for Monitoring:</b> MTSS Team		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					



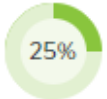







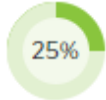



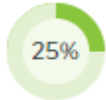











**Goal 2:** We will guarantee that all students will perform at or above grade level.













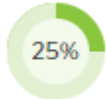

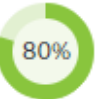

**Performance Objective 1:** Improve student performance and ensure North is rated "Met Standard"







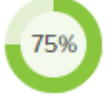









**Evaluation Data Sources:** North will meet Standard; meet or exceed district performance growth goals









**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Increase the number of students moving from "approaches" to "meets" in all subject areas by having students monitor personal growth progress throughout the year utilizing goal setting. <b>Strategy's Expected Result/Impact:</b> Students will take ownership of their own learning by assessing their progress each test cycle. Pre-Algebra = 50% of scholars achieve Meets. Algebra 1 = 50% of scholars achieve Meets. Reading 7 = 65% of scholars achieve Meets. Reading 8 = 65% of scholars achieve Meets. Science 8 = 61% of scholars achieve Meets. Social Studies 8 = 50% of scholars achieve Meets. MAP data will improve to reflect tier norms. (Tier 1 = 80%, Tier 2 = 15%, Tier 3 = 5%). <b>Staff Responsible for Monitoring:</b> Classroom Teachers, Subject PLC	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> In order to increase scores on the Language Arts STAAR, students will write every day, engage in writing conferences, peer revise and edit, follow the writing process, utilize graphic organizers, and engage in authentic writing opportunities. <b>Strategy's Expected Result/Impact:</b> Increased student scores on CFA and District Unit Assessments, and Reading Language Arts STAAR. <b>Staff Responsible for Monitoring:</b> Classroom Teachers Department Chair Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> During PLC planning for instruction, all subject areas will focus on essential TEKS highlighted through TNL departments. <b>Strategy's Expected Result/Impact:</b> Use Lead4ward Heat Map Follow data trends for specific TEKS. Impact: Improvement in scores during each unit. <b>Staff Responsible for Monitoring:</b> Department Administration Department Chairs Instructional Coach Digital Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Teachers will use the WICOR strategy to facilitate writing to learn in all subject areas. Highlighting the ability of all scholars to summarize information. <b>Strategy's Expected Result/Impact:</b> Students will improve in the retention of information. <b>Staff Responsible for Monitoring:</b> Administrators AVID Coordinator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> RLA TEKS will be taught using the Reading and Writing Workshop approach, including mini-lessons and authentic reading and writing experiences. <b>Strategy's Expected Result/Impact:</b> Increased engagement of students in reading and writing. Increased scores on CFA's and Unit Assessments. Increased desire to read and write Increase the volume of checkouts from class and school libraries. <b>Staff Responsible for Monitoring:</b> ELAR Administrators Department Chair Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Utilize MAP data to guide instruction and interventions for students in need of improvement. <b>Strategy's Expected Result/Impact:</b> Growth in Math, Science 8, and RLA scores Growth in student confidence in Math, Science 8, and RLA <b>Staff Responsible for Monitoring:</b> Math, Science 8, and ELA teachers Administrators Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> MAP Education: Student education will include teacher conferences with students after each administration. Conferences will include setting goals and understanding their data. Parent education will include sharing a video resource and office hours for further questions. Family reports will go home after each administration. <b>Strategy's Expected Result/Impact:</b> Scholar ownership of their own data. Parent understanding of results. <b>Staff Responsible for Monitoring:</b> Classroom Teachers Instructional Coach Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Continue reducing class sizes using ESSER funds. <b>Strategy's Expected Result/Impact:</b> Growth in student achievement for all student groups. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Underachieving students in reading will be served in one or more of the following support systems: MTA, Language Live, Academic Literacy Lab utilizing Achieve 3000, or accelerated lessons using IXL that support Tier 1 instruction through HB4545 tutoring for at least 1 hour per week. <b>Strategy's Expected Result/Impact:</b> Increased success in reading ability. <b>Staff Responsible for Monitoring:</b> Assigned teachers MTSS Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Students who did not pass STAAR in 2022 and are not in an Academic Literacy class will attend 1 hour weekly accelerated lessons after school or during advisory until April 25th. Tutoring will occur Tuesday thru Friday. Math will use iReady, Think Up, and teacher-created materials. Science will use IXL, Think Up, and teacher-created resources. Social Studies will use IXL and teacher-created resources. Reading will use IXL and teacher-created materials. <b>Strategy's Expected Result/Impact:</b> Increase in the number of scholars who show growth on STAAR in 2022. <b>Staff Responsible for Monitoring:</b> Department Chairs Instructional Coach Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Continue data meetings after each assessment to identify strengths and weaknesses. Data will be used to create focused groups for Tier 2 & 3 instructional support. <b>Strategy's Expected Result/Impact:</b> Overall growth in scholar achievement for each subject. <b>Staff Responsible for Monitoring:</b> Subject teachers Department Chairs Instructional Coach Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> Focus on achievement for our Emerging Bilingual and Special Education scholars during data meetings for assessments. <b>Strategy's Expected Result/Impact:</b> Increase in progress and growth for students in these populations. <b>Staff Responsible for Monitoring:</b> Inclusion Teachers Classroom Teachers Instructional Coach Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Social Studies will use repeated embedded daily instruction and Formative Assessments through Eduphoria utilizing 2.0 style questions. They will spiral in commonly missed 2.0 CFA questions. <b>Strategy's Expected Result/Impact:</b> Continued growth in CFA data as students become more familiar with the State Testing Model. (2.0) <b>Staff Responsible for Monitoring:</b> Subject teachers Department Chairs Team Leads Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Science will, at the introduction of each of the TEKs, guide students through lessons using inquiry-based learning following the 5E instructional model. (Engage, Explore, Explain, Elaborate, Evaluate) <b>Strategy's Expected Result/Impact:</b> Higher student engagement and increased mastery of concepts as evidenced by Performance Assessments and Unit Tests. <b>Staff Responsible for Monitoring:</b> Subject teachers Department Chair Team Leads Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				


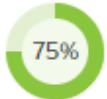














Strategy 15 Details	Reviews			
<b>Strategy 15:</b> In partnership with TXNSI, small group instruction will be implemented in all Math classrooms. <b>Strategy's Expected Result/Impact:</b> Increase in student achievement. Decrease in Tier 2 and 3 students. <b>Staff Responsible for Monitoring:</b> Campus Administration Math Teachers	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 2:** Continued implementation and training of district resources (TRS; Lead4Ward) using a collaborative culture (PLC).

**Evaluation Data Sources:** North will meet Standard; meet or exceed district performance growth goals  
Evidence of use of TRS and Lead4ward during PLC meetings.  
Faculty Mtg. agendas where highlighted.

**Summative Evaluation:** Significant progress made toward meeting Objective











Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue to focus planning on Quality Tier 1 instruction with an emphasis on engagement during PLC. <b>Strategy's Expected Result/Impact:</b> Good quality Tier 1 Instruction <b>Staff Responsible for Monitoring:</b> Department Administrators Department Chair	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide support for TRS implementation by supporting PLCs and becoming familiar with the different resources offered. Required training for new teachers on TRS and Field Guides. Hold PD on campus as needed to support the effective use of the curriculum. Utilize curriculum specialists when needed for extra support. <b>Strategy's Expected Result/Impact:</b> Continued refinement of the understanding of TRS and increased comfort level with all resources. Optimum implementation of all resources during planning. <b>Staff Responsible for Monitoring:</b> Instructional Coach, Department Chair	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to implement Lead4Ward resources into lessons and planning - providing training at least one time in the fall and as needed on a continuing basis. <b>Strategy's Expected Result/Impact:</b> Improved overall understanding of student learning for each unit/category. <b>Staff Responsible for Monitoring:</b> Department Administrators Department Chair Instructional Coach  <b>Title I:</b> 2.5	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 that we are developing future-ready students.

**Evaluation Data Sources:** Student performance meets or exceeds district growth goals

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Guide 8th-grade students through the grade-specific lessons and activities in Naviance to connect academic achievement to college and career readiness. <b>Strategy's Expected Result/Impact:</b> Each 8th grader will have a 4-year plan in place by May. <b>Staff Responsible for Monitoring:</b> Counselors  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Counselors will meet with 100% of 8th-grade students to discuss PGP by May 21st. <b>Strategy's Expected Result/Impact:</b> Increase student awareness of current progress and plan for their academic future. <b>Staff Responsible for Monitoring:</b> Counselors  <b>Title I:</b> 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Students will experience more digital tools in the classroom in order to enhance access to information. We will offer PD throughout the year to grow teacher awareness of technology resources. We will vertically align with our feeder high school to understand what skills are essential for high school. <b>Strategy's Expected Result/Impact:</b> Scholars will increase their knowledge of technology in order to be better prepared for high school expectations and beyond. <b>Staff Responsible for Monitoring:</b> Digital Coach  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

















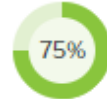






**Goal 2:** We will guarantee that all students will perform at or above grade level.













**Performance Objective 4:** Deliver a rigorous and relevant curriculum and promote college readiness to meet the needs of special student populations in AVID, GT, and Advanced classes.





















**Evaluation Data Sources:** Student performance meets or exceeds district growth goals

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> AVID teachers will utilize Junior Achievement Finance Park to teach AVID students about college and career readiness. <b>Strategy's Expected Result/Impact:</b> Students will become familiar with and begin to build a foundation for making intelligent lifelong personal finance decisions.  <b>Staff Responsible for Monitoring:</b> AVID Teacher  <b>Title I:</b> 2.5	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> AVID students will complete college research projects during the course of the year. <b>Strategy's Expected Result/Impact:</b> Students will become familiar with all aspects of college. <b>Staff Responsible for Monitoring:</b> AVID Teacher  <b>Title I:</b> 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> AVID site team will work to bring in speakers and coordinate other programs to expose students to college and career readiness. <b>Strategy's Expected Result/Impact:</b> Students will become exposed to different careers. <b>Staff Responsible for Monitoring:</b> AVID Site Coordinator AVID Site Team  <b>Title I:</b> 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> AVID students will visit local college campuses, once in the fall and once in the spring. <b>Strategy's Expected Result/Impact:</b> Students will become familiar with college and university facilities. <b>Staff Responsible for Monitoring:</b> AVID Site Coordinator AVID Site Team  <b>Title I:</b> 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Students in AVID Excel will incorporate sentence stems from AVID when practicing speaking to demonstrate comprehension.  Students will identify main ideas and supporting details in high academic level text while focusing on vocabulary. <b>Strategy's Expected Result/Impact:</b> Increase growth in all areas of MAP and state testing. <b>Staff Responsible for Monitoring:</b> AVID Excel Teacher  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Increase student enrollment in Advanced classes by evaluating previous years' STAAR and Unit Assessment scores and encouraging appropriate students to enroll in Advanced classes. Each department will create a rubric for appropriate placement in advanced courses in their content area. (Using previous years' STAAR scores, grades, MAP data, and teacher recommendations) <b>Strategy's Expected Result/Impact:</b> More appropriate placement of students who are ready for more rigorous classwork./learning. <b>Staff Responsible for Monitoring:</b> Department Chairs Administrators Instructional Coach  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Design learning to meet GT scholars' needs within GT classes to promote critical thinking and relate their learning to global situations. <b>Strategy's Expected Result/Impact:</b> 97% of GT students will master STAAR Reading.  94% of GT students will master STAAR Science.  77% of GT students will master STAAR Social Studies.  Increased performance and retention. <b>Staff Responsible for Monitoring:</b> GT Teachers  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Maintain professional development hours among GT teachers. <b>Strategy's Expected Result/Impact:</b> All GT teachers will have completed initial 30 foundation hours and annual 6-hour updates. <b>Staff Responsible for Monitoring:</b> Administrators GT Teachers Office of Advanced Academics  <b>Title I:</b> 2.4, 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Each department will create Common Formative Assessments in Eduphoria, utilizing interactive item types to prepare scholars for STAAR 2.0. <b>Strategy's Expected Result/Impact:</b> Scholars will feel comfortable and confident when answering interactive-type questions on STAAR. This will be reflected by increased growth percentages. <b>Staff Responsible for Monitoring:</b> Department Chair Team Leads Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				












Strategy 10 Details	Reviews			
<b>Strategy 10:</b> North will focus on the teaching competency of Facilitation and Engagement. North will use high-impact instructional strategies that are active and relevant. We will use multiple strategies (ie. hands-on, collaborative, manipulatives, etc) and technology to engage students. Offer PD on high-impact instructional strategies during Lunch and Learns and after-school sessions. <b>Strategy's Expected Result/Impact:</b> A higher level of engagement in class will result in better retention of material and an increased sense of belonging to the classroom community. Students will WANT to come to school. <b>Staff Responsible for Monitoring:</b> Assigned Administrators Department Chairs Team Leads Teachers Instructional Coach Digital Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> North's Instructional Priorities are 1. Including "We will, I will" statements on the board in every classroom, every day. 2. Utilizing the Fundamental 5 formula to ensure quality instruction. (Frame the Lesson, Work in the Power Zone, Frequent Small Group Purposeful Talk, Recognize and Reinforce, Write Critically) <b>Strategy's Expected Result/Impact:</b> Quality instruction in every class, every day. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
<b>Strategy 12:</b> All 7th-grade students will take Pre-Algebra and all 8th-grade students will take Algebra 1. <b>Strategy's Expected Result/Impact:</b> Students will be able to take more college-level courses in high school. <b>Staff Responsible for Monitoring:</b> Counselors Administrators Math teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Counselors will increase the percentage of students from underrepresented populations who choose advanced courses by ____%. Focusing on Northrich, Greenwood Hills, and Carolyn Bukhair Elementaries. <b>Strategy's Expected Result/Impact:</b> Better representation of school demographics in advanced classes. <b>Staff Responsible for Monitoring:</b> Counselors	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 5:** Improve graduation rates to ensure students are college and/or career ready

**Evaluation Data Sources:** Drop out/completion rates decrease

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use Elevation monitoring system to document ELPS supports for LEP students. Hold ESL student conferences to inform, set goals and develop on-going monitoring strategies. <b>Strategy's Expected Result/Impact:</b> We will increase the number of students <b>Staff Responsible for Monitoring:</b> ESL Campus Coordinator Instructional Coach LPAC Assistant Principal  <b>Additional Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue Intervention Counselor at North to meet scholar needs through 1:1 connections and various group settings throughout the year. <b>Strategy's Expected Result/Impact:</b> Scholars have an additional avenue to receive support for various needs and areas of support. Additional feelings of connection and support can impact attendance and overall performance. <b>Staff Responsible for Monitoring:</b> Intervention Counselor	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue offering AVID college readiness system and AVID Excel to give students academic and SEL support to increase graduation rates.  Leadership initiatives - 4 cornerstone events to build leadership skills in students <b>Strategy's Expected Result/Impact:</b> Increase number of students served in AVID and AVID Excel.  Increase leadership skills in students as measured by number of students completing all 4 events.  <b>Staff Responsible for Monitoring:</b> AVID Coordinator Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Utilize State Comp Ed Funds to support interventions for At Risk students in all core content areas. <b>Strategy's Expected Result/Impact:</b> Will allow teachers to provide snacks and supplies to generate attendance at camps and tutoring sessions. <b>Staff Responsible for Monitoring:</b> Administrative Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> North will decrease the number of tardies each quarter by 50% from the previous year. <b>Strategy's Expected Result/Impact:</b> More time on instruction, more commitment from students to own their behavior as part of the school community. <b>Staff Responsible for Monitoring:</b> Administrators Attendance Secretary	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The administration will conduct A2A conferences with students identified as having excessive absences. Conferences for the last quarter will be conducted by the end of the second week of the new nine weeks. <b>Strategy's Expected Result/Impact:</b> More time for face-to-face instruction. Students will feel a sense of belonging and know that they are cared for. This will result in fewer absences and increased success in the classroom. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> North will utilize Branching Minds to track behavior and interventions for Tier 3 students. Time in intervention for HB4545 students will be tracked here as well. <b>Strategy's Expected Result/Impact:</b> We will know if the implementation of strategies and interventions is working for each student and will adjust if necessary. <b>Staff Responsible for Monitoring:</b> Classroom teachers Administrators Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> North will create an MTSS team that will address our systems of support and identify and address needs on our campus. We will support individual student growth by monitoring progress and guiding decisions for our tier 3 students. The team will include administrators, ICs, department chairs and counselors. <b>Strategy's Expected Result/Impact:</b> Increased growth campus-wide on all subjects. <b>Staff Responsible for Monitoring:</b> MTSS Team	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



















Discontinue

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









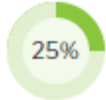











**Performance Objective 1:** Maintain North as a campus of choice for teachers and staff.









**Evaluation Data Sources:** Survey results

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide campus PD in all curricular areas supporting TRS/Lead4ward. <b>Strategy's Expected Result/Impact:</b> Increased comfort level using these platforms. Improved lesson design due to greater understanding of impact on instruction. <b>Staff Responsible for Monitoring:</b> Digital Coach Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue to implement staff surveys at the conclusion of each event to gain feedback from staff. (i.e. - PD interest survey, beginning of school feedback, end of year survey.) <b>Strategy's Expected Result/Impact:</b> Teachers will feel valued and supported and continued refinement of school systems will continue. <b>Staff Responsible for Monitoring:</b> Digital Coach Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide campus PD for staff to support students with disabilities. <b>Strategy's Expected Result/Impact:</b> Greater awareness of meeting the needs of students with disabilities. Increased knowledge of strategies to support students with disabilities. <b>Staff Responsible for Monitoring:</b> Counselors Special Education Department Chair	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Maintain the implementation of district mentoring program to support new staff and increase North's participation in district activities involving mentors and mentees from 0 to at least 1 per year. <b>Strategy's Expected Result/Impact:</b> New teachers will feel included and supported because of positive experiences. <b>Staff Responsible for Monitoring:</b> Assigned mentors Mentor Lead	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Implement bi-monthly mentor meetings for mentors, weekly memo's with updates and mentor tips, mentor/mentee monthly events, and Viking New Teacher Academy to support new to North teachers in all school and district policies and procedures. <b>Strategy's Expected Result/Impact:</b> New teachers will feel welcome, supported and happy at North. Retain new teachers in our building. <b>Staff Responsible for Monitoring:</b> Mentor Lead	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Clear expectations and communication from administrator to staff through monthly staff meetings, weekly Viking Update email, staff website, and Viking Voice! newsletter. calendars. <b>Strategy's Expected Result/Impact:</b> Teachers will feel informed and supported. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Continue to improve and maintain systems and procedures to meet our mission statement using AAC meetings, Action Teams and Collaborative PLC Teams. <b>Strategy's Expected Result/Impact:</b> Well functioning campus. <b>Staff Responsible for Monitoring:</b> Administrators AAC Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Utilize Eduphoria to give intentional, specific feedback for teacher growth. Each month will focus on a specific TTESS rubric performance <b>Strategy's Expected Result/Impact:</b> Growth in teaching performance positively impacting <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> The administrators will recognize teachers and staff monthly to reinforce a positive schoolwide culture. The Campus Culture Action Team will also provide opportunities for positive interactions among staff throughout the year. <b>Strategy's Expected Result/Impact:</b> Low turnover rate equal to or less than the district average. <b>Staff Responsible for Monitoring:</b> Administrators  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Utilize Teacher Competencies to hire and retain staff at North. <b>Strategy's Expected Result/Impact:</b> Increase in diverse faculty and staff. Alignment of expectations with mission and vision of North. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
	 75%	 75%	 75%	 100%
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

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

**Performance Objective 2:** Hire certified, qualified and dedicated staff.

**Evaluation Data Sources:** Retention data  
**Summative Evaluation:** Some progress made toward meeting Objective

















Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Refine committee driven hiring practices using RISD protocol when selecting new hires. <b>Strategy's Expected Result/Impact:</b> Hired teachers will be a good fit for RISD and North Jr. High. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Refine the RNJH Staff Profile to ensure best fit for expectations at North. <b>Strategy's Expected Result/Impact:</b> Hired teachers will be a good fit for our campus. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				









**Goal 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:** Student and parent survey results.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Smore each week to update parents on school news, school events, important information, and opportunities to volunteer at North. Smore has the ability to be translated when needed. <b>Strategy's Expected Result/Impact:</b> Informed parents, increased parent participation, and a sense of connection to North. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize Twitter and Blackboard Connect Mass communications in a timely manner to notify parents of school events, school news, and opportunities to be involved at North. <b>Strategy's Expected Result/Impact:</b> Informed parents and increased parent participation. <b>Staff Responsible for Monitoring:</b> Administrators Viking Website Lead	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize PTA E-News to notify parents of school events and school news. <b>Strategy's Expected Result/Impact:</b> Informed parents and increased parent participation. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Continue communication to highlight Viking Website as an information hub for parents and students. <b>Strategy's Expected Result/Impact:</b> Informed parents and students. <b>Staff Responsible for Monitoring:</b> Librarian	Formative			Summative
	Nov	Jan	Mar	June
				

















Strategy 5 Details		Reviews			
<b>Strategy 5:</b> Create a North Jr. High Site Team. The Site Team will include teachers, parents, and business and community partnerships. We will use it as a way to work together to make North a better school as well as promote the good things we are doing here to the community. This year's focus will be on ways to positively market our school brand to all stakeholders.  <b>Strategy's Expected Result/Impact:</b> Creating connections within our community and promoting a positive image. <b>Staff Responsible for Monitoring:</b> North Jr. High Site 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:** Enhance opportunities for parent and community engagement at North.

**Evaluation Data Sources:** Parent survey results.

**Summative Evaluation:** Some progress made toward meeting Objective














Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 100% of the staff will become members of the PTA. <b>Strategy's Expected Result/Impact:</b> North PTA will feel appreciated and supported by the staff at North. <b>Staff Responsible for Monitoring:</b> Principal Administrative Executive	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a new inclusive Viking Dad's group. Viking Dads will volunteer daily and provide a positive influence and promote a greater sense of security. They will be friendly faces outside of the school in the mornings and in the cafeteria during lunch. <b>Strategy's Expected Result/Impact:</b> Added safety. Parent involvement opportunity. Extra eyes and ears add to a sense of safety. Positive role models for students. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide volunteer opportunities each month through Voly. (I.e. - copy volunteers, Viking Dads) <b>Strategy's Expected Result/Impact:</b> Increased parent participation and overall positive support for the school. <b>Staff Responsible for Monitoring:</b> Front Office Staff	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 3:** Provide a safe and positive learning environment.

**Evaluation Data Sources:** Survey results.

**Summative Evaluation:** Some progress made toward meeting Objective

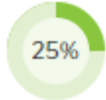



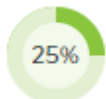











Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct a survey that addresses staff concerns regarding student discipline by the end of October. <b>Strategy's Expected Result/Impact:</b> Increased morale among staff. Decrease in discipline incidents in front office. Decrease in ISS placements. <b>Staff Responsible for Monitoring:</b> Administrators Digital Coach	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A	N/A	
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Continue using improved ISS systems using restorative practices to help students take ownership of their behavior. <b>Strategy's Expected Result/Impact:</b> Increase teacher morale. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Improve schoolwide discipline management by continuing to reward students for positive behavior through an increased # of PBIS celebrations. PBIS team lead has a focused period for PBIS planning. PBIS team meets once a month to monitor discipline data. <b>Strategy's Expected Result/Impact:</b> Increase teacher survey responses concerning discipline from 79% - 85% Increase teacher morale <b>Staff Responsible for Monitoring:</b> PBIS Lead Administrators	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.















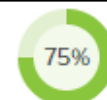





**Performance Objective 1:** Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

**Evaluation Data Sources:** Maintain district first rating

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize yearly budget audit recommendations to improve efficient spending practices and improve district, state and federal protocols with spending <b>Strategy's Expected Result/Impact:</b> Positive audit recommendations; increase in budget <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure efficient, effective attendance-taking practices and protocols for all teachers. Campus will receive daily reminders from our attendance clerk on progress for each day. <b>Strategy's Expected Result/Impact:</b> Increase in funding Increase in attendance rates <b>Staff Responsible for Monitoring:</b> Administrators All Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> North will apply for grant funding for 8 attendees to the RTI conference in January 2023. <b>Strategy's Expected Result/Impact:</b> Will improve Tier 1, 2, & 3 instruction. Change the culture of learning at North. <b>Staff Responsible for Monitoring:</b> Campus Leadership Team Principal	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> The executive secretary will attend all scheduled training to ensure we are following proper policies and procedures. <b>Strategy's Expected Result/Impact:</b> Proper policies and procedures will be followed. <b>Staff Responsible for Monitoring:</b> Principal Executive Secretary	Formative			Summative
	Nov	Jan	Mar	June
				



Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Staff will receive training on proper money handling procedures on August 11th during campus site-based learning. Reminders and updates will occur again on January 3rd site based training day. <b>Strategy's Expected Result/Impact:</b> All staff will understand and comply with correct money-handling procedures. <b>Staff Responsible for Monitoring:</b> Principal Executive Secretary	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The executive secretary will utilize munis for order receiving. They will mark the day it was received by the end of the day it was received. <b>Strategy's Expected Result/Impact:</b> Correct data on orders received. <b>Staff Responsible for Monitoring:</b> Executive Secretary	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> North will stay within monetary budgets by ensuring that spending is aligned with designated amounts. <b>Strategy's Expected Result/Impact:</b> North will not go over the allocated amounts of money in our budget. <b>Staff Responsible for Monitoring:</b> Executive Secretary	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> North will use Compensatory Funds appropriately 100% of the time to support student outcomes and boost teacher morale. <b>Strategy's Expected Result/Impact:</b> Increase growth on STAAR Increased teacher retention <b>Staff Responsible for Monitoring:</b> Administrators Executive Secretary	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 1:** Provide a safe, comfortable and well maintained environment.





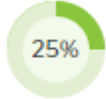

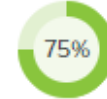





**High Priority**

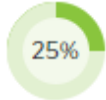







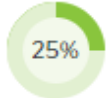











**Evaluation Data Sources:** Posters will be displayed throughout the building regarding drills and AED locations.









North JH will log communications with parents after each safety drill via blackboard and Smore.

North JH will conduct and log daily door checks and monthly safety drills and communicate this to parents and staff.

**Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> North will hold "I know what to do day" through announcements and drills in October, December, January and April. <b>Strategy's Expected Result/Impact:</b> Students and staff will know what to do in case of emergencies. <b>Staff Responsible for Monitoring:</b> Assistant Principal over safety	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement monthly safety drills. Staff will be informed via email and staff meetings and Informacast. Parents will be informed each time using Smore Newsletter and Blackboard Connect message. <b>Strategy's Expected Result/Impact:</b> Students and staff will know what to do in case of emergencies. <b>Staff Responsible for Monitoring:</b> Assistant Principal over safety	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All teachers will download the Informacast App and receive training by September 1st. <b>Strategy's Expected Result/Impact:</b> Teachers will feel empowered to execute a lockdown or other emergency actions in the event of an emergency. <b>Staff Responsible for Monitoring:</b> Administrative Staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> North Admin will notify parents when the school practices a safety drill via Blackboard and other communication avenues. (I.e. - Smore Newsletters) <b>Strategy's Expected Result/Impact:</b> Informed parents. <b>Staff Responsible for Monitoring:</b> Assistant Principal over safety	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Safety Week (August 20 - Sept 2) campus will participate in Evacuate, Hold, and Secure, Lockdown, Shelter in Place, and Fire Drills. <b>Strategy's Expected Result/Impact:</b> Students will be prepared to respond to alerts in the future. <b>Staff Responsible for Monitoring:</b> Administrative Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Quarterly updates to the CIP will be conducted. <b>Strategy's Expected Result/Impact:</b> Completion of strategies that support the mission and vision of North and RISD. Improved student achievement in all content areas. Improved student, teacher and parent satisfaction. <b>Staff Responsible for Monitoring:</b> Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Teachers and staff will implement and monitor the Dress Code and Cell Phone Policy. <b>Strategy's Expected Result/Impact:</b> Increased engagement in classrooms. Decrease in office referrals. <b>Staff Responsible for Monitoring:</b> Campus Administration Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
<b>Strategy 8:</b> Implement a system so all guests and visitors go through Raptor before entering North. <b>Strategy's Expected Result/Impact:</b> Increased safety and security. Increased awareness of who is entering the building at all times. <b>Staff Responsible for Monitoring:</b> Campus Administration Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Conduct weekly door checks per TEA requirements. <b>Strategy's Expected Result/Impact:</b> Increased safety and security. Increased awareness of doors in need of repair/maintenance. <b>Staff Responsible for Monitoring:</b> Campus Administration.	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				