

Richardson Independent School District
District Improvement Plan
2022-2023



Mission Statement

The mission of Richardson Independent School District is to ensure that ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by

-a welcoming and accepting climate

-a safe, innovative, and adaptive environment

-a supportive, collaborative, and invested culture among students, staff, families, and community

Vision

RISD - Where all students connect, learn, grow, and succeed.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

(We could possibly add information about the number of newcomers)

Demographics Strengths

(the number of bilingual students in the building who are bilingual is a definite strength...comment on this)

Student Learning

Student Learning Summary

(We need to provide information about the 18-19 STAAR performance and any local assessment data that provides information showing underperformance)

MAP Growth Report

IXL diagnostics

Student Learning Strengths

Spotlight any growth information goes here

Problem Statements Identifying Student Learning Needs

Problem Statement 1: (This should address number of T3 students)

District Processes & Programs

District Processes & Programs Summary

(How school operates and get their results)

I would address support specifically of teachers with PLP, ICs, and TIA pd for recruitment, support and retention

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: (Personnel challenges related bilingual performance -recruitment, retention, **Root Cause:** (number of qualified bilingual applicants, competitive market place for bilingual teachers, lack of concerted support plan)

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
- Performance Objectives with summative review (prior year)

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Effective Schools Framework data

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- State-developed online interim assessments

Student Data: Student Groups

- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Staff surveys and/or other feedback
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback









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: Ensure all students graduate college and career ready as measured by CCMR indicators (AP, College Ready Assessments, Dual-Credit, Certifications, Completers) (Board Goal 3)

Evaluation Data Sources: Increase students meeting the CCMR indicator from 55% to 70% by 2027(Board Goal)

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Educate staff, students and community on College, Career, Military Ready (CCM-R) indicators as defined by accountability and HB3 funding formula Strategy's Expected Result/Impact: Communications Plan Increase number of students, staff and community aware of CCMR indicators (baseline) Staff Responsible for Monitoring: Assistant Superintendents Executive Director Advanced Learning Services Executive Director of CTE Director of Guidance and Counseling Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to monitor National Clearinghouse data for college enrollment and completion. Strategy's Expected Result/Impact: Increase number of students completing college or postsecondary program on time as defined by National Clearinghouse Staff Responsible for Monitoring: Executive Director Advanced Learning Services Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Assess students for college readiness at district expense as follows: Enrolled in Algebra II - Math TSI Enrolled in English II - ELAR TSI 22-23 Enrolled in Grade 10 - TSI Grade 11 ACT Strategy's Expected Result/Impact: Student results and analysis Increase in number of students meeting ACT/TSI benchmark for being college ready (4%) Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director Advanced Learning Services Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Create and implement summer bridge programs to support increasing access to more rigorous course offerings (Summer Math Bridge, PTECH/STEM, Superintendent Scholar program) Strategy's Expected Result/Impact: Completed bridge course design Increase number of students enrolled in programs Increased performance as identified above Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director Advanced Learning Services Executive Director of CTE Executive Director of Curriculum and Instruction Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 5 Details	Reviews			
Strategy 5: Ensure students are progressing on track through an aligned program of study to earn an approved industry based outcomes. Strategy's Expected Result/Impact: Increase number of certifications earned in each program of study Increase number of Level I certificates earned in targeted programs of study Staff Responsible for Monitoring: Executive Director of CTE Assistant Superintendent of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				













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









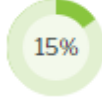



Performance Objective 2: Enhance Career and Technical (CTE) opportunities for students (Board Goal 3)












Evaluation Data Sources: Increase number of students completing an industry based certification within a program of study from 14% to 18%.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Create and/or revise district curriculum for all CTE courses to include performance based assessments Strategy's Expected Result/Impact: Completed scope and sequence Completed exemplar lessons for teachers Strategic Plan D3.5 Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of CTE	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement a communication and marketing effort to inform students, parents and community, in multiple languages, on the benefits of a career pathway and CTE licenses/certifications Strategy's Expected Result/Impact: Increase in number of students enrolling in CTE pathways Increase in positive student response on climate survey related to relevant courses Strategic Plan D3.1-3.9 Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of CTE Director of Guidance and Counseling Chief of Strategy & Engagement	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Expand RISD & City of Richardson Summer Internship Program Strategy's Expected Result/Impact: Increase number of students who apply to program Increase number of business partners committed to host an intern Increase number of students placed in program Website and communication hub for program Staff Responsible for Monitoring: Superintendent Assistant Superintendent of Teaching and Learning Executive Director of CTE	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Expand student enrollment in PTECH programs and strengthen programs of support for PTECH campuses and students Strategy's Expected Result/Impact: Increase number of students enrolled PTECH Supports (website, parent meeting) Strategic Plan D2.1 Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of CTE Executive Director Advanced Learning Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Utilize partnership with Tech Titans to strengthen districtwide STEM Program Pre-K - 12 Strategy's Expected Result/Impact: Increase of students identifying STEM as pathway Student Climate Survey Response Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of CTE Executive Director of STEM and Innovation	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 6 Details	Reviews			
Strategy 6: Create and implement work-based field experiences for core and CTE teachers (PTECH, ICIA, STEM) Strategy's Expected Result/Impact: Increase number of teacher externships Increase number of teachers involved in work-based field experiences Teacher survey/reflection responses Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of CTE Executive Director of STEM and Innovation	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Provide targeted college and career readiness course for JH students to explore and engage in fields of study to enhance their focus on future career attainment Strategy's Expected Result/Impact: All students in seventh grade will participate in targeted career and college readiness programming Students will be proficient with Google suite platform for learning Students will learn and practice digital citizenship Students will create a portfolio with career interest projects to guide them into their selection of career programs of studies Staff Responsible for Monitoring: Executive Director of CTE Assistant Superintendent of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Provide career inspiration, exploration, and discovery in Pre-K - 6th grades Strategy's Expected Result/Impact: Pre-K - 6th graders will increase their awareness of career opportunities and individual self-discovery of talents, passions, and abilities. Staff Responsible for Monitoring: Executive Director of CTE Assistant Superintendent of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 9 Details	Reviews			
Strategy 9: Enhance learning environments to reflect real-world work spaces Strategy's Expected Result/Impact: Students will have increased opportunities for relevant training and skill attainment Staff Responsible for Monitoring: Executive Director of CTE Assistant Superintendent of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
		N/A		
Strategy 10 Details	Reviews			
Strategy 10: Expand teacher recruitment for current RISD students to increase high quality candidates in RISD schools into the Dallas County Early Education Certification program. Strategy's Expected Result/Impact: Enroll at least 25 graduating seniors into the Dallas College Teacher Program Staff Responsible for Monitoring: Executive Directors for Human Resources Executive Director for CTE Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
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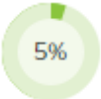







Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 3: Enhance AP programming and increase opportunities for students to take more rigorous coursework (Board Goal 3)

- Evaluation Data Sources:** Increase percentage of students who score 3 or higher on AP Exams from 53% to 55%
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** Continue to develop teachers on rigor, depth and complexity

Strategy 1 Details	Reviews			
Strategy 1: Implement and support College Board Exam Description (CED) Strategy's Expected Result/Impact: Implementation plan and results Increase the number of students who graduate earning a 3 or higher on thier AP exams. Performance growth goals Staff Responsible for Monitoring: Curriculum/Assessment Department Executive Director Advanced Learning Executive Director Curriculum & Instruction Assistant Superintendent of Teaching and Learning Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 2 Details		Reviews			
Strategy 2: Utilize quarterly summative assessments to provide formative feedback to teachers, campus and district support personnel Strategy's Expected Result/Impact: Evidence of 4 PLC questions Item analysis STAAR results TELPAS results AP Personal Progress Checks Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director Advanced Learning Funding Sources: - 199 - General Fund		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Analyze student AP data to drive curricular and instructional decisions Strategy's Expected Result/Impact: Evidence of 4 PLC questions AP Personal Progress checks Increase the number of students who earn a 3 or higher on their AP exams Performance growth goals Staff Responsible for Monitoring: Campus Administrators/Teachers Executive Directors Teaching and Learning Assistant Superintendent of Teaching and Learning Funding Sources: - 199 - General Fund		Formative			Summative
		Nov	Jan	Mar	June
					









Strategy 4 Details	Reviews			
Strategy 4: Require all AP and Advanced teachers to attend College Board Summer Training at least once every three years Strategy's Expected Result/Impact: Professional development Increase the number of students who earn a 3 or higher on their AP exams Evaluation results Performance growth goals Staff Responsible for Monitoring: Executive Director Advanced Learning Services Assistant Superintendent of Teaching and Learning Campus Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
Strategy 5: Require all new teachers to attend College Board Summer Training Strategy's Expected Result/Impact: Professional development evaluation results Increase the number of students who earn a 3 or higher on their AP exams Performance growth goals Staff Responsible for Monitoring: Campus Administrators Executive Director Advanced Learning Services Assistant Superintendent of Teaching and Learning Funding Sources: - 199 - General Fund	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 4: Provide students with a pathway of dual-credit or OnRamps courses to support their College and Career Readiness (Board Goal 3)

- Evaluation Data Sources:** Number of students meeting the 9 hour or Reading/Math dual-credit requirement as defined by state CCMR indicator will increase from 20% to 22%
- Summative Evaluation:** Significant progress made toward meeting Objective
- Next Year's Recommendation:** Continue to expand work with IHE partners

Strategy 1 Details	Reviews			
Strategy 1: Communicate with stakeholders the benefits of dual credit program in multiple languages <ul style="list-style-type: none">a. Benefits of dual creditb. Qualifications for dual creditc. Process for enrollment into dual credit Strategy's Expected Result/Impact: Implementation plan and results Increase the number of students enrolling in dual credit Increase the number of students successfully completing 9 hours or Reading/Math dual-credit requirements as defined by the state Performance growth goals Staff Responsible for Monitoring: Campus Administrators/Staff Executive Director Advanced Learning Services Assistant Superintendent of Teaching and Learning Executive Director CTE Executive Director Advanced Learning Executive Director Curriculum & Instruction Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Maintain and support professional development for educators facilitating OnRamps courses Strategy's Expected Result/Impact: Professional development Evaluation results Percentage of students who graduate with 3 hours from UT OnRamps Staff Responsible for Monitoring: Executive Director Advanced Learning Services Assistant Superintendent Teaching and Learning Executive Directors Teaching and Learning Campus Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure alignment and effective pathway completion with higher ed partners including Dallas College and UT Austin Strategy's Expected Result/Impact: Implementation plan and results Performance growth goals Staff Responsible for Monitoring: Executive Director Advanced Learning Services Executive Director of CTE Assistant Superintendent of Teaching and Learning Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Develop a parent information and marketing resource center at each high school campus for all advanced academics offerings in multiple languages Strategy's Expected Result/Impact: Implementation plan and results Performance growth goals Staff Responsible for Monitoring: Executive Director Advanced Learning Services Director of Guidance and Counseling Campus Administrators/Staff Assistant Superintendent Teaching and Learning Executive Directors Teaching and Learning Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Administer TSI to students enrolled in Algebra II and English II - during transition, will administer to all 10th grade students in 22-23. Strategy's Expected Result/Impact: Implementation plan and results Performance growth goals Staff Responsible for Monitoring: Executive Director Advanced Learning Services Executive Director of ACI Assistant Superintendent of Teaching and Learning Campus Administrators Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				








Strategy 6 Details	Reviews			
Strategy 6: Implement TSI Preparation Course (Summer Bridge and School embedded) Strategy's Expected Result/Impact: Increase number of students taking course Percent increase in TSI scores Increase testing opportunities within PTECH Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Advanced Learning Services Executive Director of CTE	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.





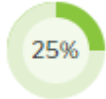







Performance Objective 5: Integrate available technology in meaningful ways to create authentic learning experiences that enhance, engage, and extend.
(Board Goal 1,2,3)

Evaluation Data Sources: Move as a district from Proficient to Advanced in overall measurement in the area of Classroom on the BrightBytes Survey. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity) and teacher and student Digital Citizenship skills. Move from Advanced to Exemplary in the area of Environment, including professional learning and policies, procedures, and practices.

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide purposeful, innovative and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning Strategy's Expected Result/Impact: Personalized professional learning programming and sessions. Formal and informal staff feedback. Staff Responsible for Monitoring: Chief Technology Officer Executive Director of Professional Development Funding Sources: - 288- Title IV	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Create customized learning plan based on campus needs assessment (BrightBytes) Strategy's Expected Result/Impact: Customized plan Outcome identified in plan met Staff Responsible for Monitoring: Chief Technology Officer Executive Directors of Learning Communities	Formative			Summative
	Nov	Jan	Mar	June
				

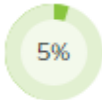



Strategy 3 Details	Reviews			
Strategy 3: Showcase innovative instructional practices leveraging technology. Strategy's Expected Result/Impact: Increased visibility of positive teacher practices. Increase teacher use of technology to differentiate instruction and create accessible learning environments. Increased implementation of high quality instructional practices with technology. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Chief Technology Officer Funding Sources: - 288- Title IV	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to seek input from a variety of stakeholders to provide needs assessment, research, and action items for technology to implement in accordance with the technology plan. Strategy's Expected Result/Impact: Research and planning documentation Stakeholder meeting attendance and feedback BrightBytes Survey results (Overall increase from Proficient to Advanced) Staff Responsible for Monitoring: Chief Technology Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Create parent workshops to support student technology use. Topics include: digital footprint; managing digital environment; cyber safety; cyberbullying Strategy's Expected Result/Impact: Workshop dates and topics Session attendance Session feedback Staff Responsible for Monitoring: Chief Technology Officer	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 6 Details	Reviews			
Strategy 6: Update and promote the student technology support hub (Student Corner), the parent technology support hub (Parent Corner), and teacher technology resource hub (Teacher Corner). Strategy's Expected Result/Impact: Website hits Shift in type of support needed/requested - more advanced. BrightBytes Survey results (move to Exemplary in are of Beliefs) Staff Responsible for Monitoring: Chief Technology Officer Chief of Strategy and Engagement	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Ensure teachers and students demonstrate appropriate and safe digital behavior Strategy's Expected Result/Impact: Completion of monthly Digital Citizenship Curriculum and lesson exemplars Percent decrease in number of student referrals/discipline incidences for inappropriate technology use BrightyBytes Survey results (move from Proficient to Advanced in the areas of student and teacher Digital Citizenship) Staff Responsible for Monitoring: Chief Technology Officer Principals Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
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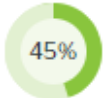





Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Performance Objective 6: Implement activities at RISD campuses in order to support students' academic and emotional intelligence growth in alignment with the Graduate Profile (Board Goals 1,2,3)

- Evaluation Data Sources:** Participation data related to the implementation of activities provided by Student Services
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** Continue this work to address any new recommendations that may arise as a result of the new strategic plan work.

Strategy 1 Details	Reviews			
Strategy 1: Readdress Tier 1 Behavior Management professional development and supports based on campus needs related to the RISD teacher and administrator competencies. Strategy's Expected Result/Impact: Increase the percent of positive responses on the climate survey (staff and students) related to student behavior Decrease the number of category one classroom disruption referrals Improved outcomes related to TTESS Domain 3 outcomes Staff Responsible for Monitoring: Campus Administration Learning Community Executive Directors Student Services Department Behavior Specialists Campus Instructional Coaches Funding Sources: - 255 - Title II, - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Monitor implementation and training on Tier 1 Behavior management Pre-K - 12 to address classroom management, structure and routines Strategy's Expected Result/Impact: Scheduled walkthroughs to observe Tier 1 Classroom Management Practices Decrease the number of referrals from the classroom and common areas Staff Responsible for Monitoring: Campus Administrative Team Campus Instructional Coaches Assistant Superintendent of Teaching and Learning Chief Executive Director of Student Services Assistant Superintendent of Administrative Services Learning Community Executive Directors District Behavior Specialists Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide learning opportunities to support growth in the area of Emotional Intelligence as adopted in the Graduate Profile by using resources from Second Steps, Harmony, Rhithm, HS Select Lessons, Campus Character Education programs, and campus-based mentoring. Strategy's Expected Result/Impact: Decrease in behavior referrals Improved student attendance rates Decrease the number of Tier 3 behavior levels Staff Responsible for Monitoring: Campus Administration Director of Counseling Services Director of Prevention Programming Campus Counselors Equity Plan Funding Sources: - 255 - Title II, - 288- Title IV	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Create and implement an elementary extra-curricular program to support student engagement and retention Strategy's Expected Result/Impact: Launch at least 2 elementary extra-curricular programs beginning in January Staff Responsible for Monitoring: Learning Community Executive Directors Executive Director for Fine Arts Executive Director for Athletics Funding Sources: ESSER Funds - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Implement RISD Academic Bowl Strategy's Expected Result/Impact: Increase student engagement Staff Responsible for Monitoring: Director for Advanced Learning Services Campus Principals Funding Sources: ESSER - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement student interest camps and experiences Strategy's Expected Result/Impact: Increased student engagement Staff Responsible for Monitoring: Assistant Superintendent for Teaching and Learning Director Advanced Academics Funding Sources: ESSER Funds - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






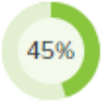


Goal 1: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.







Performance Objective 7: Expand the campus implementation of the liveWiseliveHealthy initiative (Board Goals 1, 2, 3)









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













Summative Evaluation: Met Objective









Next Year's Recommendation: The LiveWiseLiveHealthy programming will experience updating to expand the opportunities to include additional department to collaborate on montly offerings expecially for our parents.

Strategy 1 Details	Reviews			
Strategy 1: Expand liveWiseliveHealthy to extend topics and communication by increasing the number of live and online training sessions and by providing targeted supplemental resources to support campus-based professional learning supported by intervention counselors and outside presenters. Strategy's Expected Result/Impact: Number of attendees at parent information workshops (baseline) Feedback and evaluation from staff, students, and community Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director Student Services Director of Prevention Programming Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement health and wellness plan as recommended by the SHAC Committee Strategy's Expected Result/Impact: Wellness plan results Student climate survey results Staff climate survey results Staff Responsible for Monitoring: Assistant Superintendent Teaching and Learning Assistant Superintendent Administrative Services Director of Health, PE and Wellness	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Provide comprehensive evidence-based substance use prevention and intervention programming through elementary drug prevention education, vaping prevention education, first offenders program for nicotine, marijuana/THC, Alcohol and curriculum-based support groups. Strategy's Expected Result/Impact: Decrease number of drug and alcohol-related offenses Reducing risk factors and increasing protective factors Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Student Services Director of Prevention Programming	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure 100% of students have a school/home connection (club, extra curricular, activity, an adult at school) Strategy's Expected Result/Impact: Student Involvement Report Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Executive Directors of Fine Arts and Athletics Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Ensure systems of support are provided to students at-risk including: a. Refugee/Asylees b. Homeless c. Foster Care Strategy's Expected Result/Impact: Program descriptions clearly developed After-school counseling provided Secondary intervention counselors provide personalized needs relative to students Grant monies are utilized to support families and students in at-risk categories Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Student Services Director of Student Welfare Director of Counseling Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Ensure reports of Title IX violations from students and staff follow policies /guidelines and are implemented appropriately at all campuses and district offices. Strategy's Expected Result/Impact: Campus investigation data Documentation of Title IX investigation requirements Continued staff development where appropriate Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Executive Director Title IX, Compliance and Investigations RISD Legal Counsel Chief Executive Director of Student Services	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Maintain awareness of anonymous alerts at the high school level to ensure students and the community are aware of the platform and how it to be used. Strategy's Expected Result/Impact: Anonymous alerts use data review Expedited crisis response time Decrease intervention time related to alert Reduction in reported behavior incidents Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director Student Services Funding Sources: - 288- Title IV	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Code of Conduct and Student Parent Guidebook are updated and monitored to ensure all Senate Bill 9 requirements are being met Strategy's Expected Result/Impact: Dating violence policy is clearly communicated though the Student and Parent Guidebook/Code of Conduct Staff Responsible for Monitoring: Chief Executive Director Student Services Director of Prevention Programming Director of Counseling Services Director of Student Services Assistant Superintendent of Administrative Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Senate Bill 9 Committee will be utilized to ensure compliance in the area of curriculum materials for instruction on child abuse, family violence, and sex trafficking Strategy's Expected Result/Impact: Local policies are in place that establish a process for Senate Bill 9 requirements Staff Responsible for Monitoring: Chief Executive Director of Student Services SHAC Committee Director of Counseling Services	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 10 Details	Reviews			
Strategy 10: Consistent tracking of counselor duties and time spent, including direct and indirect services provided Strategy's Expected Result/Impact: SB 179 alignment of 80% direct student services by campus counselors Staff Responsible for Monitoring: Director of Counseling Services Campus Counselors Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				





Goal 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: Ensure a culture and environment that embraces equity, diversity and inclusion throughout RISD programs and systems of support





Evaluation Data Sources: Increase hiring and representation (43% to 50% hiring) of staff and students in all areas of district function, including increased achievement of Hispanic, African American, Asian, EB and SPED performance as measured by STAAR .





Summative Evaluation: Significant progress made toward meeting Objective




Strategy 1 Details	Reviews			
Strategy 1: Expanding the focus of the Equity Council to evaluate, support, sustain and make recommendations to implement the Equity Policy Strategy's Expected Result/Impact: Equity Council meeting timeline and agendas Equity Council recommendations and report to Board of Trustees Continuation of the Cultural Competence Committee Continuation of the Racial Equity Committee through committee members transitioning to the upcoming Strategic Action Committee Completed Professional Development and implementation plan for CC Board Goals Board Recommendations Positive response increase in culture survey (staff and student); creation of department survey administered to Equity Liaisons; collaboration with ACI on more equity-specific districtwide survey questions Staff Responsible for Monitoring: Executive Director of Equity, Diversity and Inclusion Superintendent	Formative			Summative
	Nov	Jan	Mar	June
				









Strategy 2 Details	Reviews			
Strategy 2: Communication plan to inform all stakeholders of the supports and strategies from the Department of Equity, Diversity, and Inclusion Strategy's Expected Result/Impact: Dynamic communication plan Build out of department website Bi-weekly Equity Corner update in both internal and external communications through Department of Strategy and Engagement Semester in Review Newsletter (Fall); Quarterly Newsletter (Spring) Monthly Parent University workshops Ongoing Family Engagement programming participation Increase number of hits on Equity website Strategic Plan: C1.3 Staff Responsible for Monitoring: Executive Director of Equity, Diversity and Inclusion	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Provide professional learning in the areas of Cultural Competence and Culturally Responsive Teaching Pre-K - 12 Strategy's Expected Result/Impact: Staff have the exposure and opportunity to participate in Cultural Competence professional learning Professional learning rubric An array of Professional Learning opportunities for staff to choose for cultural competence learning throughout the year: Districtwide and Campus/Department specific GROW Conference presentation(s) Bloom Conference presentation(s) EL Institute Presentation(s) Implementation of National Courageous Conversation Protocol into district designed professional learning Implementation of Cultural Competence Badging system Work with campus equity liaison and equity committee to embed support strategies into the campus pathway to equity plan Walkthrough and observation data Staff Responsible for Monitoring: Executive Director of Equity, Diversity and Inclusion Executive Director of Professional Learning		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Campus and District Equity Support Strategy's Expected Result/Impact: Stronger implementation of equitable practices districtwide Improved implementation of the campus Pathway to Equity Plans Collaboration with Directors, Academic Facilitators, and Instructional Coaches on culturally responsive teaching and equitable organizational practices Staff Responsible for Monitoring: Executive Director of Diversity, Equity and Inclusion		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details	Reviews			
Strategy 5: Monitor and support implementation of Campus Connecting Culture Resources programming at all RISD campuses Strategy's Expected Result/Impact: Foster enhanced student-to-student relationships Connecting Culture Resources Ongoing meetings and support for Campus Equity Liaisons for Connecting Culture campus implementation Connecting Culture Resources available for review on the department website Equity student survey results Staff Responsible for Monitoring: Executive Director of Diversity, Equity and Inclusion	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Create and Expand Student Programming that Builds Student Leadership Capacity Strategy's Expected Result/Impact: Continue program implementation at current campuses: Ethnic Studies programming The Compelling Why Future Comets (UTD) - Expand RISD student enrollment in the monthly advanced math camps Expand RISD student enrollment in the monthly ACT/SAT prep classes Expand RISD student enrollment in the summer UTD residential math camp Completion of advanced math track through 12th grade Increase interest and awareness of STEM pathways Student survey results Student retention data African American Male Academic Bowl Richardson Youth Leadership Adopt a Senior Initiative Student Equity Ambassadors - Partnership between student Equity Ambassadors and Campus Equity Liaison at the high schools: Cultural Competence Month and Heritage month planning Monthly student leadership meetings with the Department of Equity, Diversity Ongoing collaboration between Equity Ambassadors and Campus Administration Implementation of campus equity resolutions Annual teen district summit Summer Equity Camp Student and teacher survey data Increase number of students increase participating in the program Staff Responsible for Monitoring: Executive Director of Diversity, Equity and Inclusion	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 7 Details	Reviews			
Strategy 7: Develop actionable steps for implementing the Equity Policy in the work for students with disabilities Strategy's Expected Result/Impact: Establish a baseline of data related to evaluate disproportionality of students referred to and served through Special Student Services. Calibration of leadership team around equitable hiring practices. Staff Responsible for Monitoring: Special Student Services Executive Director Assistant Superintendent of Administrative Services Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
	N/A			✗
Strategy 8 Details	Reviews			
Strategy 8: Provide equitable access and support for advanced courses Strategy's Expected Result/Impact: GT Identification K-12 is reflective of district's demographics Increased enrollment in Advanced courses through automatic placement in GT Advanced courses in 7th and 8th grades. Decrease in enrollment attrition of GT and advanced courses including Advanced, Advanced Placement, OnRamps, and Dual Credit. Consistent use of Total School Cluster Grouping in first through sixth grades. Increase success metrics in Advanced courses for college credit. Successful completion of Depth & Complexity GT Updates for elementary and secondary teachers (who teach GT/AL courses) for the 2022-2023 school year. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director Advanced Learning Services Director of Advanced Learning Programs and Services Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				➔











Strategy 9 Details	Reviews			
Strategy 9: Teach Plus Leadership Fellows Strategy's Expected Result/Impact: Teacher leaders will explore the processes of change management in order to develop innovative solutions to their schools' and students' needs, while developing as high-impact teacher leaders within their schools Teach Plus will provide coaching and supports for Leadership Fellows and their teams as they participate in the Leadership Fellowship Program Leadership Fellows, teacher leaders, will build a team who will work together to make the case for change, create and implement plans for change, and hold self and others accountable to results. Staff Responsible for Monitoring: Executive Director Equity, Diversity, Inclusion Executive Director Professional Learning	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Improve student performance and ensure 100% of campuses are rated "Met Standard" (Board Goal 1,2&3)

- HB3 Goal**
- Evaluation Data Sources:** 100% of campuses meet standard; meet or exceed identified Board Goals for 2020-2021
- Summative Evaluation:** Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize districtwide professional development days and early release days to support and train teachers on effective Tier I Instruction (comprehensive literacy implementation (Pre-K - 12), TRS Implementation , Culturally Relevant Strategies, and Emotional Intelligence components) Strategy's Expected Result/Impact: Professional development evaluation results Inclusion of strategies in campus plan based on data Walkthrough analysis Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Principals Executive Director of Professional Development Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				






Strategy 2 Details	Reviews			
Strategy 2: 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 Review of student performance data by student groups by teacher each 9 weeks Data meetings as called by central office staff Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning District and Campus Staff Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: All campuses with an accountability rating of a D will create and submit a Targeted Improvement Plan (TIP) Strategy's Expected Result/Impact: Student growth Accountability rating improvement Staff Responsible for Monitoring: Executive Directors of Learning Communities	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: All campuses will create and submit a campus growth plan to address Domain II and Domain III Strategy's Expected Result/Impact: Growth for Domain II and Domain III Staff Responsible for Monitoring: Executive Directors of Learning Communities	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

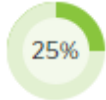





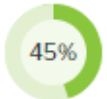





Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 2: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward, and PLC) (Board Goal 1&2)

Evaluation Data Sources: 100% of campuses meet standard; meet or exceed identified Board Goals for 2020-2021

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Refine TEKS Resource System based on feedback by teachers and principals and as aligned to STAAR 2.0 and the Richardson ISD Graduate Profile. Strategy's Expected Result/Impact: Revised curriculum Increase positive response on climate survey Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Directors of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monitor TRS Implementation through RISD aligned walkthrough form Strategy's Expected Result/Impact: Walkthrough analysis Student performance goals Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Directors Curriculum Directors Principals	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Embed Lead4ward and Ellevation supports, tools, and resources into curriculum documents Strategy's Expected Result/Impact: Walkthrough analysis Curriculum document Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Campus Principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Use Performance Assessments and Quarterly Summative Assessments to monitor and evaluate student progress towards mastery of grade level standards Strategy's Expected Result/Impact: Performance growth goals Quarterly heat map report by campus Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Principals	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 a strong vertically aligned math curriculum K-8 to support 3rd through junior high math achievement and an increase in Algebra I junior high enrollment. (Board Goal 1,2&3)













Evaluation Data Sources: The percent of students who score at the meets level in 3rd grade math will grow from 52% to 54% AND percent of students completing Algebra I and meeting standard on Algebra I EOC before entering high school will increase from 38% to 39%













Percent of African American students who score at the meets level in 3rd grade math will grow from 35% to 38% and Algebra I will increase 12% to 14%









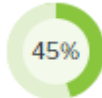







Percent of Hispanic students who score at the meets level in 3rd grade math will grow from 42% to 45% and Algebra I will increase from 24% to 30%

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Focused PD on understanding and using visual cues, anchor charts and fact fluency K-8 (5-7th grade teacher pull out and monthly PLCs to ensure vertical alignment strategies) Strategy's Expected Result/Impact: Percent increase of student performance (Board Goal) Teacher survey Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Director of Pre-K - 12 Math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Innovative unit preview videos for every unit in TRS that is housed in Schoology K-8 to ensure effective planning and Tier 1 instruction Strategy's Expected Result/Impact: Percent increase of student performance (Board Goal) Teacher survey Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Director of Pre-K - 12 Math	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Focused PD on level of TEKS and use of hands on manipulatives to help students reach master level of standard Strategy's Expected Result/Impact: Percent increase of student performance (Board Goal) Teacher survey Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Director of Pre-K - 12 Math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Develop math cadre to focus on vertical alignment and essential standards Pre-K - 8 Strategy's Expected Result/Impact: Percent increase of student performance (Board Goal) Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Director of Pre-K - 12 Math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Summer bridge to support students that have an existing achievement gap as seen on STAAR Strategy's Expected Result/Impact: Percent increase of student performance Summer bridge attendance Staff Responsible for Monitoring: Executive Director of Teaching and Learning Director Math Pre-K - 12 Assistant Superintendent Teaching and Learning Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Utilize intervention tools to diagnose student learning needs to differentiate instruction (IXL, GPS, Motivation math) Strategy's Expected Result/Impact: Student growth goals CBAs, MAP data Staff Responsible for Monitoring: Director Math Pre-K - 12 Assistant Superintendent Teaching and Learning Executive Director of Teaching and Learning Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Research best practices to address math acceleration beginning in elementary Strategy's Expected Result/Impact: Program recommendation and action plan Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Director of Pre-K - 12 Math Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Continue engagement with TXNSI Strategy's Expected Result/Impact: Meet 21-22 Goal Progress Measures 8th Grade Algebra I Staff Responsible for Monitoring: Director of Math Principals Executive Directors of Learning Communities	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Math interventionists partner with SMU to implement Fraction Face Off math tutoring program Strategy's Expected Result/Impact: Improve the understanding of fractions for at-risk 4th graders through increased instruction on measurement interpretation of fractions. Staff Responsible for Monitoring: Chief Intervention Officer Director of Intervention and Enrichment L & I Math Specialist Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: L & I math interventionists will utilize Zearn Math platform to fill learning gaps Strategy's Expected Result/Impact: Improve conceptual understanding of all math concepts for 5th graders identified as needing tier 3 support. Staff Responsible for Monitoring: Chief Intervention Officer Director of Intervention and Enrichment L & I Math Specialist Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: L & I math interventionists will utilize Do The Math program to fill learning gaps through hands on learning experiences. Strategy's Expected Result/Impact: Increase understanding of basic math foundational skills for K-6 Staff Responsible for Monitoring: Chief Intervention Officer L & I Math Specialist Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Intentional Itime support for identified campuses Strategy's Expected Result/Impact: Increase in student achievement utilizing just in time intervention aligned to tier 1 instruction. Staff Responsible for Monitoring: Chief Intervention Officer Director of Intervention and Enrichment Funding Sources: - 211 - Title I, Part A, - ESSER	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: Improve graduation rates to ensure students are college and/or career ready (Board Goal 3)





Evaluation Data Sources: Graduation rate for all RISD students will increase from 91.3% to 94%

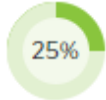







African American students graduating in RISD will increase to 90%









Hispanic students graduating in RISD will increase to 90%












Summative Evaluation: Significant progress made toward meeting Objective






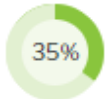






Next Year's Recommendation: Continue review and monitor student performance at the freshman level to ensure we are addressing early warning indicators that support possible dropout or leaver occurring.

Strategy 1 Details	Reviews			
Strategy 1: Implement Graduation Teams at four high schools (Design program for JH implementation) Strategy's Expected Result/Impact: Increase the number of successful graduation plans implemented Decrease number of overall leavers Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Director of Counseling Services Chief Executive Director of Student Services Director of Attendance and Truancy Executive Director of Student Support	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details		Reviews			
Strategy 2: Evaluate and develop drop-out prevention and credit-recovery protocol and system of supports grades 7-12 Strategy's Expected Result/Impact: Implement leaver protocols Reduce number of dropouts Increase number of students graduating on time as measured by state and federal graduation rate (accountability subset) Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Student Services Director of Attendance and Truancy Director of Counseling Services Executive Director of Student Support Equity Plan Funding Sources: - ESSER		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Continue to implement Grade Repair Program in Grades 9-12 Strategy's Expected Result/Impact: Increase the enrollment of eligible students in grade repair courses at the end of Q1 and Q3. Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Director of Prevention Programming Director of Counseling Services Equity Plan		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 4 Details	Reviews			
Strategy 4: Provide professional opportunities on behavior management techniques and strategies Strategy's Expected Result/Impact: Professional development offerings Decrease number of student discipline referrals Improve climate survey data related to the perception of behavior management Staff Responsible for Monitoring: Chief Executive Director of Student Services Behavior Specialist District and Campus Staff Coordinator of Behavior Support Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Enhance, implement and monitor a comprehensive leaver process with fidelity to improve overall graduation rates. Strategy's Expected Result/Impact: Improved graduation rates Reduction in the number of leavers Staff Responsible for Monitoring: Chief Executive Director of Student Services Executive Director of Student Support Director of Attendance and Truancy District and Campus Staff Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 6 Details	Reviews			
Strategy 6: Continue to strengthen and expand Edgenuity on all campuses for credit recovery Strategy's Expected Result/Impact: End of Course results Increase number of credits recovered Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Learning Community Executive Directors Director of Counseling Services Campus Administrators Director of Prevention Programming Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Ensure monitoring of students at risk of losing credits Strategy's Expected Result/Impact: End of Course Results Meeting to discuss status of students Decrease number of students behind on credit attainment Staff Responsible for Monitoring: Campus Administrators/Staff Executive Directors Assistant Superintendent of Teaching and Learning Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Create a system to ensure every student has at least 1 adult connection Strategy's Expected Result/Impact: Increase positive response on student survey Staff Responsible for Monitoring: Executive Directors Principals	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 9 Details	Reviews			
Strategy 9: All AVID Secondary sites will demonstrate requirements for "AVID Schoolwide" certification and All AVID Elementary sites will demonstrate requirements for "Meets AVID Implementation Expectations" certification. Strategy's Expected Result/Impact: No Indicator is rated "Does Not Meet AVID Implementation Expectations." No more than two Indicators are rated "Meets AVID Elective Implementation Expectations." No more than seven Indicators are rated "Emerging Schoolwide." All other Indicators are rated "AVID Schoolwide" or higher for secondary sites as measured by the AVID Certification and Coaching Instrument. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director Advanced Learning Services Director of AVID	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Redesign summer school K-12 intervention programming during the school year based on results of EOC program evaluation Strategy's Expected Result/Impact: Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Directors of Learning Communities	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				


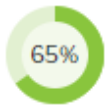



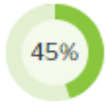






Goal 2: We will guarantee that all students will perform at or above grade level.

Performance Objective 5: Create a Pre-K - 12 System to educate stakeholders on the importance of student attendance. (Board Goals 1,2,3)

Evaluation Data Sources: Increase RISD attendance rate from 95.5% to 96.5%

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: Continue to promote positive attendance through monitoring and incentivization with the Attendance Matters campaign.

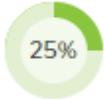



Strategy 1 Details	Reviews			
Strategy 1: Implement A2A System of Attendance Strategy's Expected Result/Impact: Percent increase in student attendance Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Campus Principals Director of Attendance and Truancy Chief Executive Director of Student Services Executive Director of Student Support	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement a district and campus recognition program to celebrate campuses with %increase growth in student attendance Strategy's Expected Result/Impact: Recognition Program Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Director of Truancy and Attendance Campus Principals	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				



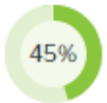









Goal 2: We will guarantee that all students will perform at or above grade level.






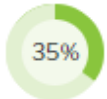






Performance Objective 6: Implement a systematic approach to sustain and strengthen programming and instruction that supports students with disabilities.
(Board Goal 1,2&3)




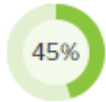







Evaluation Data Sources: Student performance meets or exceeds expected increase as defined by Board Goals

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Equip campus staff with training on disability awareness, evidence based best practices, and inclusive instruction. Strategy's Expected Result/Impact: Increased disability awareness and basic knowledge of conditions that could be considered a disability under 504 and/or IDEA Effective instructional practices Quality referrals for evaluation to 504 and/or special education Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Special Student Services Executive Director of Teaching and Learning Principals		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 2 Details		Reviews			
Strategy 2: Provide support to campus staff through instructional support specialists and behavior/program specialists to train and implement best practice strategies that support quality programming, behavior management and instruction. Strategy's Expected Result/Impact: Quality programming and instruction Effective behavior interventions Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Special Student Services Special Student Services Director of Emotional and Behavior Services Executive Director of Teaching and Learning Funding Sources: - ESSER		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 3 Details		Reviews			
Strategy 3: Provide a parent education program that targets disability awareness and an understanding of services for students with disability. Strategy's Expected Result/Impact: Meaningful parent engagement Positive parent and district relationships Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Special Student Services		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Engage in collaboration across multiple district departments to support the learning of students with disability. Strategy's Expected Result/Impact: Increase student performance on STAAR and other national assessments (5% target increase) Tools embedded in the district curriculum Collaborative training at district and campus level Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Chief Executive Director of Special Student Services Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning		Formative			Summative
		Nov	Jan	Mar	June
					

Strategy 5 Details	Reviews			
Strategy 5: Continue to monitor and adjust special education staffing and make appropriate recommendations. Develop and support recruitment and training programs for specialized staff to support the academic needs of students with disabilities. Strategy's Expected Result/Impact: Appropriately allocated teachers and staff Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Assistant Superintendent of Human Resources Chief Executive Director of Special Student Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement collaborative teaching practices that ensure quality instruction for students with disabilities. Strategy's Expected Result/Impact: Increased performance of students with disability Staff Responsible for Monitoring: Special Student Services Executive Director Assistant Superintendent of Administrative Services Assistant Superintendent of Teaching and Learning Results Driven Accountability - Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Continue to expand Take Flight programming for students with dyslexia to provide choices in interventions that improve efficiency and effectiveness by training another cadre of dyslexia teachers. Strategy's Expected Result/Impact: Improved reading achievement for students with dyslexia Completion of interventions in less time Staff Responsible for Monitoring: Special Student Services Executive Director Special Student Services Director of Dyslexia Programs Assistant Superintendent of Administrative Services Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
Strategy 8: Continue dyslexia therapy training to prepare RISD teachers to reach credentialed levels to ensure effective intervention for students with dyslexia and related disorders. Strategy's Expected Result/Impact: Increased capacity in trained staff Improved reading achievement for students with dyslexia and other related disorders Staff Responsible for Monitoring: Chief Executive Director of Special Student Services Special Student Services Director of Dyslexia Programs Assistant Superintendent of Administrative Services Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Implement new TEA guidelines related to Single Pathway dyslexia identification.	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				


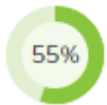






Goal 2: We will guarantee that all students will perform at or above grade level.












Performance Objective 7: Ensure 100% of Emergent Bilingual students will make progress towards a TELPAS advanced level in proficiency in Reading, Writing, Listening, and Speaking domains. Emergent Bilingual students will meet all passing standards for all district and state assessments. (Board Goal 1,2&3)













Strategic Plan: D1.1-D1.5

Evaluation Data Sources: Student performance meets or exceeds expected increase as defined by Board Goals

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement dual language immersion program Strategy's Expected Result/Impact: Increase in data scores and English proficiency level for Emergent Bilingual students participating in program Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Director of Bilingual Program Services Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement SEIDLITZ training for all teachers supporting students identified as Emergent Bilingual Students Strategy's Expected Result/Impact: Increase number of teachers trained Increase number of students meeting TELPAS and STAAR Progress Measure Goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Director of ESL Funding Sources: - 263 - Title III-A, LEP	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Ensure ESL teachers have professional development in working with Emergent Bilingual Students, including Sheltered Instruction training, English Language Proficiency Standards (ELPS), and/or MTSS for Emergent Bilingual Students Strategy's Expected Result/Impact: 100% of teachers receive professional development Walkthrough analysis (strategies in action) TELPAS progress Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Teaching and Learning Funding Sources: - 263 - Title III-A, LEP	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: Increase positive response in parent climate survey Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Chief Communications Officer Funding Sources: - 263 - Title III-A, LEP, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
Strategy 5: Implement ELlevation and ensure all ESL and content teachers progress, monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs) Strategy's Expected Result/Impact: ELlevation usage reports Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Principals	Formative			Summative
	Nov	Jan	Mar	June
				












Strategy 6 Details	Reviews			
Strategy 6: Utilize MTSS Framework for concept development and skill mastery PreK - 12 with specific considerations for the language needs of Emergent Bilingual Students Strategy's Expected Result/Impact: TELPAS and STAAR data Staff Responsible for Monitoring: Director of ESL Services Director of Bilingual Program Services Executive Director of Teaching and Learning Services Assistant Superintendent of Teaching and Learning Services Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Seek funding source from the Administration for Children & Families Office of Refugee Resettlement to provide professional learning for teachers and wrap-around & academic services and educational materials for newly enrolled refugees. Strategy's Expected Result/Impact: Grant Approval, Student Outcomes Staff Responsible for Monitoring: Multilingual Education Team Executive Director of Federal Grants Results Driven Accountability - Equity Plan	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 8: Create a culture of literacy for ALL in grades Pre-K-3. (Board Goal 1&2)

Evaluation Data Sources: Meets of Masters on 3rd Grade Reading STAAR

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Implement Pre-K-12 literacy professional learning in the area of evidence-based literacy intervention. Strategy's Expected Result/Impact: Increase in mCLASS and mCLASS Espanol scores Increase in MAP scores Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Services Chief Intervention Officer Funding Sources: - 211 - Title I, Part A, - ESSER	Formative			Summative
	Nov	Jan	Mar	June
			N/A	
Strategy 2 Details	Reviews			
Strategy 2: Ensure that every teacher in RISD is a teacher of literacy Pre-K - 12 Strategy's Expected Result/Impact: Professional development on best practice literacy strategies for teachers Pre-K - 12 Staff Responsible for Monitoring: Chief Intervention Officer Assistant Superintendent of Teaching and Learning Services Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure that every teacher who serves K-1 students in RISD attends Foundations of Literacy Training. Strategy's Expected Result/Impact: Increase in mCLASS/mCLASS Espanol Increase in MAP reading scores Staff Responsible for Monitoring: Chief Intervention Officer Funding Sources: - ESSER	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Implement learning from HB3 Reading Academies with all 2nd and 3rd grades teachers, as well as those new to K-1. including campus support staff. (i.e. instructional coaches, reading specialists, ESL, etc.) Strategy's Expected Result/Impact: RISD K-3 teachers will successfully complete TRA within the 11 month window K-3 teachers will work to implement new learning in their classrooms with the support of the Reading Academy Coaches. Staff Responsible for Monitoring: Chief Intervention Officer Funding Sources: - 211 - Title I, Part A	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 9: Implement Pre-K for ALL (Board Goal 1&2)









High Priority






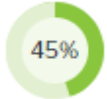










HB3 Goal

Evaluation Data Sources: Circle data/enrollment

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue

Strategy 1 Details	Reviews			
Strategy 1: Provide training for all new Pre-K administrators. Strategy's Expected Result/Impact: Administrators will be knowledgeable of the Texas Pre-K Guidelines, TEA High-Quality Pre-K expectations, our RISD Connected Coaching model, and CLI Engage Progress Monitoring Staff Responsible for Monitoring: Pre-K Director	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: All new to Pre-K teachers will participate in Texas Pre-K Guidelines, best practice and inclusive practices professional learning. Strategy's Expected Result/Impact: All new to Pre-K teachers will have a deep knowledge of the 10 domains of the Texas Pre-K Guidelines; including outcomes, child behaviors and instructional strategies. Teachers will develop a solid foundation for best practices in Pre-K; including instructional methods and classroom environment, and inclusive strategies. Staff Responsible for Monitoring: Pre-K Director Coordinating Director of Special Student Services Director of Special Student Services	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Implement a Connected Coaching Model for Pre-K campus administrators, campus instructional supports, and the Pre-K department to collaboratively coach all Pre-K teachers utilizing Schoology. All Pre-K teachers are required to receive 15 hours of direct coaching as described by TEA Strategy's Expected Result/Impact: Pre-K teachers will gain new knowledge and implement teaching strategies which strengthen their foundation of Pre-K instruction Strengthen campus level capacity surrounding Pre-K instruction and best practices Staff Responsible for Monitoring: Pre-K Director Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Equip all new Pre-K classrooms with high-quality curriculum, materials, furniture etc. Strategy's Expected Result/Impact: Students will have access to a high-quality environment with developmentally appropriate materials and a robust curriculum that is aligned to the Texas Pre-K Guidelines Staff Responsible for Monitoring: Pre-K Director Coordinating Director of Special Student Services Director of Special Student Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Implement engagement opportunities for Pre-K families including two required parent conferences, weekly communication, and connecting families to CLI Engage CIRCLE activities directly aligned to meet individual student needs Strategy's Expected Result/Impact: Creates a foundation for parent involvement at the campus, builds a strong relationship of support between the parents and the teacher, and students further develop necessary skills for kindergarten readiness Staff Responsible for Monitoring: Pre-K Director	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement ECSE program expectations, systems and supports to new and existing programs while aligning to general education Pre-K structures and standards. Strategy's Expected Result/Impact: ECSE curriculum will reflect alignment with gen ed PreK curriculum as appropriate ECSE staff feedback will demonstrate an understanding of the PreK Guidelines and best practices and the appropriate modifications/accommodations for students with disabilities Staff Responsible for Monitoring: Coordinating Director of Special Student Services Director of Special Student Services	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify







Discontinue

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

Performance Objective 10: Continued implementation of the MTSS Framework (Multi Tiered Systems of Support) and its components district wide (Board Goal 1,2&3)

Evaluation Data Sources: Reflections and feedback from MTSS learning community support meetings for principals and EDs

Summative Evaluation: Some progress made toward meeting Objective



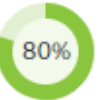








Strategy 1 Details	Reviews			
Strategy 1: Implement Kindergarten and 1st Grade ESSER Support/Co-Teachers Strategy's Expected Result/Impact: Meet 21-22 goal progress measures for 3rd grade Reading and Math Staff Responsible for Monitoring: Deputy Superintendent Executive Directors of Learning Communities Deputy Superintendent Funding Sources: ESSER - 199 - General Fund, - ESSER	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide additional allocations to secondary campuses to lower class sizes for CORE and intervention courses Strategy's Expected Result/Impact: Student Performance (MAP, STAAR) Staff Responsible for Monitoring: Executive Directors of Learning Communities Deputy Superintendent Funding Sources: ESSER - ESSER	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 11: Increase implementation and utilization of NWEA MAP districtwide (Board Goal 1,2&3)

Evaluation Data Sources: Professional learning dates, number of students tested, campus teams utilizing campus reports

Summative Evaluation: Some progress made toward meeting Objective


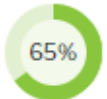




Strategy 1 Details	Reviews			
Strategy 1: Provide high quality BOY, MOY, and EOY NWEA MAP professional learning Strategy's Expected Result/Impact: Successfully assess 90% of all eligible students at BOY, MOY, and EOY Campuses will be able to effectively analyze data using NWEA MAP Growth reporting features Staff Responsible for Monitoring: Chief Intervention Officer Director of MTSS Director of Intervention and Enrichment Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement a communication plan to ensure students and parents understand MAP reports and establish individual growth goals Strategy's Expected Result/Impact: Meet 21-22 goal progress measures	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 12: Increase Implementation and Utilization of Branching Minds districtwide

Evaluation Data Sources: Professional learning dates, number of students with active plans, campus teams utilizing platform features

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide high quality BOY, MOY, and EOY Branching Minds professional learning Strategy's Expected Result/Impact: Campuses will identify students in need of Tier 3 intervention and will create goals, interventions, and progress monitors that support growth. Staff Responsible for Monitoring: Chief Intervention Officer Director of MTSS Director of Intervention and Enrichment	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Implement requirements from HB4525 to ensure students receive supports identified in Accelerated Learning Plans Strategy's Expected Result/Impact: Increase in the number of students passing grade level assessments Staff Responsible for Monitoring: Director for MTSS Director of Intervention and Enrichment Executive Director ACI Director of Data Analysis Principals Chief Intervention Officer Deputy Superintendent Funding Sources: - 211 - Title I, Part A, - ESSER	Formative			Summative
	Nov	Jan	Mar	June
	N/A			



No Progress



Accomplished



Continue/Modify























Discontinue

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 RISD student population
Strategic Action Plans: P3.1-P3.9

Evaluation Data Sources: Increase in diverse demographic representation in RISD hiring from 46% to 50%

Strategy 1 Details	Reviews			
Strategy 1: Benchmark salary schedules and employee benefits against surrounding districts Strategy's Expected Result/Impact: Aligned compensation and benefits opportunities Increase in employee retention rates Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Director of Compensation Executive Director of Benefits/Payroll Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Refresh RISD Grow Your Own model and expand university partnerships Strategy's Expected Result/Impact: Increased number of students in Teaching Internship Program by 5% Increased number of students returning to RISD to teach after college Increased opportunities for paraprofessional employees to continue education Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Directors of Human Resources Executive Director of CTE	Formative			Summative
	Nov	Jan	Mar	June
				





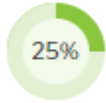



Strategy 3 Details	Reviews			
Strategy 3: Implement new marketing strategies to attract, recruit and hire diverse highly-qualified teaching and support staff Strategy's Expected Result/Impact: Increase in number of applicants for RISD jobs Increased diversity in new hires (7%) Improved RISD branding on various media platforms (social media, website, print, recruiting events) Brand ambassadors designated for campuses and departments Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Director of Human Resources Chief of Strategy and Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Increase opportunities for campus administrators to review historical hiring data and develop plans for hiring a more diverse staff. Strategy's Expected Result/Impact: Increase in percentage of diverse new hires Articulated plans for future hiring Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Directors of Human Resources Executive Directors of Learning Communities Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









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

Performance Objective 2: Research and implement innovative practices to increase employee retention
Strategic Action Plans: P4.1-P4.7

Evaluation Data Sources: Reduce teacher turnover rate by 5%

Increase of new benefits/incentives for RISD employees

Strategy 1 Details	Reviews			
Strategy 1: Utilize data from employee surveys to focus on specific areas of opportunity. Strategy's Expected Result/Impact: Increase in overall employee satisfaction with campus and District support and direction. Strategic plan for campuses or departments with lower satisfaction. Reduced employee turnover Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Director of ACI Executive Directors of Learning Communities Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Plan and implement employee daycare services Strategy's Expected Result/Impact: Increased employee retention Increase in employee recruitment Affordable childcare services available for RISD employees Staff Responsible for Monitoring: Assistant Superintendent of District Operations Assistant Superintendent of Human Resources Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				











Strategy 3 Details	Reviews			
Strategy 3: Increase Career Pathway opportunities for RISD employees Strategy's Expected Result/Impact: Increased opportunities for career and educational advancement for professional, paraprofessional and classified staff Increased professional learning pathways for employees including training for additional certifications/licensing Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Directors of Human Resources Executive Director of Professional Learning Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 3: Enhance system of support for auxiliary, classified and paraprofessional staff to include a focus on career pathways.

Evaluation Data Sources: Decrease turnover for auxiliary staff by 5%

Additional professional development offerings for auxiliary staff







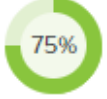





Strategy 1 Details	Reviews			
Strategy 1: Expand and refine professional learning opportunities for transportation, custodial and child nutrition staff to be aligned with survey feedback. Strategy's Expected Result/Impact: Decreased employee turnover Increase in positive responses to employee satisfaction survey Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Assistant Superintendent of Operations Executive Director of Support Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize auxiliary staff as a campus or district system of support when necessary (monitor, drivers when available will support campus and district needs) Strategy's Expected Result/Impact: Campus Satisfaction Employee Satisfaction Survey Staff Responsible for Monitoring: Assistant Superintendent of Operations Assistant Superintendent of Human Resources Executive Director of Support Services Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				









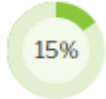

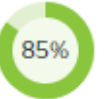
Goal 3: We will recruit, retain, and reward quality personnel.

















Performance Objective 4: Provide necessary professional development to successfully meet the Vision, Mission, Goals and Objectives of the district (Board Goals 1,2&3)

Strategic Action Plans: P1.1-P1.4

Evaluation Data Sources: Increase in positive response rate by staff on professional development session evaluation responses (Eduphoria) from 95 % to 100% and increase positive response rate by staff on professional development offered at campus from 72% to 85%

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide 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 and participants feedback Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Professional Learning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to provide professional development for instructional staff to support students with disabilities Strategy's Expected Result/Impact: Increase number of sessions and participants Performance growth goals Staff Responsible for Monitoring: Executive Director of Special Student Services Executive Director of Professional Development Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure all elementary (K-6) and secondary G/T teachers complete required state mandated G/T training. Ensure all returning elementary (K-6) and secondary G/T teachers complete 6 hour update Strategy's Expected Result/Impact: G/T training documentation Staff Responsible for Monitoring: Executive Director of Advanced Learning Services Executive Director of Professional Development Director Advanced Learning Programs and Services	Formative			Summative
	Nov	Jan	Mar	June
				





Strategy 4 Details	Reviews			
Strategy 4: Continue to provide 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: Increase number of sessions and participants Walkthrough data analysis Performance growth goals Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Professional Development Campus Administrators Chief Technology Officer Funding Sources: - 199 - General Fund, - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Assess effectiveness of individual professional development sessions to ensure that sessions meet the needs of at least 90% of participants by way of using the current professional learning platform. Strategy's Expected Result/Impact: Professional development evaluation Increase teacher positive response on professional learning survey and on district climate survey Staff Responsible for Monitoring: Executive Director of Professional Development Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement PLC best practices by Learning Communities and support annually to ensure PLC leads have the training necessary to lead and sustain a guiding coalition and effective PLCs. Strategy's Expected Result/Impact: Increase number of teachers engaged in PLC learning Increase percentage of PLCs meeting the proficient or higher self-evaluation for quality PLC using the PLC Navigator Tool along with other tools. Staff Responsible for Monitoring: Learning Community Executive Directors Executive Director of Professional Learning	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 7 Details	Reviews			
Strategy 7: Provide ongoing system of support for New Hire teachers. Strategy's Expected Result/Impact: Increase in retention rate of new teachers in RISD Staff Responsible for Monitoring: Executive Director of Professional Learning Learning Community Executive Directors Human Resources Executive Directors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Coordinate with ESS to provide timely professional development to all substitutes to include safety and security, classroom management and other areas of identified need Strategy's Expected Result/Impact: 100% of subs identify professional learning supported them in increase performance as a substitute Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Directors of Human Resources	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Research and provide training, support and test preparation for ESL Certification exams for K-6 core teachers to support ESL instructional programming change. Strategy's Expected Result/Impact: Schedules for available in-house and external training sessions. Increase number of K-6 teachers earning ESL endorsement for teaching certificate. Improved instructional practices supports Emergent Bilingual Students. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Director of Professional Learning Executive Directors of Human Resources Learning Community Executive Directors Directors of Multilingual Education Team Funding Sources: - 199 - General Fund	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 5: Strengthen the leadership capacity of central and campus administrators

Evaluation Data Sources: Increase in positive response rate on staff surveys regarding campus leadership from 81% to 90%. ("Overall, the campus is headed in the right direction.")

Strategy 1 Details	Reviews			
Strategy 1: Conduct regular, timely professional learning and support to campus leaders ("REAL" and "CLU" , "Academic Service Learning" meetings) and enhance Instructional and Operational capacity of campus/central administrators in the areas of: a. PLC b. Teaching & Learning c. RISD Graduate Profile d. Principal Competencies e. Teacher Competencies f. Special Education g. Human Resources Strategy's Expected Result/Impact: Principal feedback Meeting agendas Performance growth goals Increase positive response on climate surveys Staff Responsible for Monitoring: Superintendent Learning Community Executive Directors Executive Director of Professional Learning Superintendent's Cabinet	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Create strategic job embedded professional learning options for principals to address , T-TESS teacher feedback, TPESS goals, principal competencies and RISD graduate profile. Strategy's Expected Result/Impact: Increased T-TESS inter-rater reliability in teacher feedback TPESS goals attained Principal feedback Increased positive response on climate survey by principals (feeling supported by supervisor; have the necessary materials/supports to successfully do my job) Staff Responsible for Monitoring: Learning Community Executive Directors Executive Director of Professional Development	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Central administrators will provide support to campus administrators by conducting regular visits, subbing in campuses when needed and providing quality, feedback. Strategy's Expected Result/Impact: Campus visit logs Increased positive response on climate survey by staff (feeling supported by supervisor) Staff Responsible for Monitoring: Superintendent Assistant Superintendents Central Administrators and staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Enhance the TTESS appraisal system to incorporate more flexibility and support for teachers and administrators. Strategy's Expected Result/Impact: TTESS Alternating Schedule for teachers Walkthrough data analysis Staff survey/formative feedback TTESS final evaluations Goal attainment Increase teacher feedback on Climate Survey to positive response of 90% Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Directors Human Resources Executive Directors of Learning Communities Executive Director of Professional Development	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Utilize focus groups and lead principal feedback to drive decision making and professional development planning Strategy's Expected Result/Impact: Performance growth goals 7% reduction in teacher turnover Increased positive response on climate survey (staff) Staff Responsible for Monitoring: Superintendent Learning Community Executive Directors	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				









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

















Performance Objective 1: Provide ongoing, timely and relevant content regarding district news, information, celebrations, and student and staff recognitions. Board Goals 1, 2, & 3.

Evaluation Data Sources: Increase of positive response rate from internal and external stakeholders in focus group and/or survey and climate responses at or above 95%

Summative Evaluation: Met Objective

Next Year's Recommendation: Determine additional metrics to support effectiveness with campus and district communication plan; update to align with Strategic Plan 2023

Strategy 1 Details	Reviews			
Strategy 1: Expand implementation of all campus websites from Blackboard to WordPress for consistency across all www.risd.org sites Strategy's Expected Result/Impact: Improved news/event promotion for campuses with their families and communities. Allow for consistency across single platform and ease of use for end-users Staff Responsible for Monitoring: Chief of Strategy and Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Inventory and redesign/rebrand all district print collateral to provide consistency and support district communications plan Strategy's Expected Result/Impact: Rebranded materials will support current board goals and key messaging for the district Staff Responsible for Monitoring: Chief of Strategy and Engagement Executive Director of Communications Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Implement new district electronic newsletter tool, Smore, to all campuses and teachers to support effective communication efforts with all district stakeholders. Strategy's Expected Result/Impact: 20% Increase in number of parent and community subscriptions to district and campus electronic communications Delivery rate = (Number of emails sent - number of bounced emails) / number of emails sent x 100. Bounce rate = number of bounces / number of emails sent x 100. Open rate = number of opened emails / (number of emails sent - number of bounced emails) x 100. Staff Responsible for Monitoring: Chief of Strategy and Engagement Executive Director of Communications Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement Blackboard mass notification integration that includes new parent messenger app for consistent delivery of important district and campus messaging Strategy's Expected Result/Impact: Alignment within delivery methods and design ensure consistent message is delivered across all platforms Additional options of message receipt are introduced to increase strategic engagement efforts in areas of preference Staff Responsible for Monitoring: Chief of Strategy and Engagement Executive Director of Communications Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue to expand stakeholder engagement through district's social media accounts Strategy's Expected Result/Impact: 20 % increase in the number of followers across all district social media accounts. Staff Responsible for Monitoring: Executive Director, Communications, Digital Media Specialist	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				













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









Performance Objective 2: Evaluate and develop tools to advertise and market RISD brand

Evaluation Data Sources: Expand centrally delivered RISD presence throughout all four learning communities. New app and marketing materials will serve as baseline data collected this year.

Summative Evaluation: Significant progress made toward meeting Objective

Next Year's Recommendation: Continue this performance objective for 23-24 and align with new Strategic Plan.





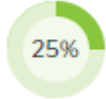

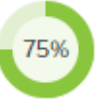





Strategy 1 Details	Reviews			
Strategy 1: Develop scoreboard advertising campaign to support district and campus messaging at each stadium Strategy's Expected Result/Impact: Target 5 new paid advertisements for the 22-23 school year. Staff Responsible for Monitoring: Chief of Strategy and Engagement Director, Community Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement advertising opportunities through selected district communication channels, including CONNECT magazine, newsletters, and sponsorships/events Strategy's Expected Result/Impact: Target 5 paid advertisements through district channels. Staff Responsible for Monitoring: Chief, Strategy & Engagement, Director, Community Engagement	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue to expand Print Services to provide timely resources and support for campuses and classroom teachers. Strategy's Expected Result/Impact: 25% increase in orders received over previous year. Staff Responsible for Monitoring: Chief, Strategy & Engagement, Print Services Manager	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details		Reviews			
Strategy 4: Redesign all campus logos to support our district branding efforts. Strategy's Expected Result/Impact: More consistent look and alignment with district brand guidelines. Staff Responsible for Monitoring: Chief, Strategy & Engagement		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: Implement Strategic Planning 2023 to continue community involvement in the district continuous improvement process. Board Goals 1, 2 & 3.

Evaluation Data Sources: Completed 5 year long-range strategic plan representative of staff, students, parents and community that includes alignment with graduate profile.

Strategy 1 Details	Reviews			
Strategy 1: Leverage all district communication channels to provide updates and information specific to the strategic planning process, including timelines, deliverables, goals and outcomes. Strategy's Expected Result/Impact: Strategic planning website traffic data, including number of visits, number of unique visits Number of pushes to community via social media, electronic newsletters Update business community through material shared at civic meetings and partnering with their distribution resources Number of community stakeholders that participate in committees and/or surveys. Staff Responsible for Monitoring: Chief of Strategy and Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Quarterly reports and district updates to Strategic Plan Design Team and Action Teams Strategy's Expected Result/Impact: Distribution lists for emails, newsletters, video pushes to members of each group Staff Responsible for Monitoring: Chief of Strategy and Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Develop district branding to support Strategic Plan 2023 that includes marketing collateral and messaging. Strategy's Expected Result/Impact: Increased community and support for Strategic Plan and district implementation efforts. Staff Responsible for Monitoring: Chief, Strategy & Engagement.	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.













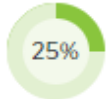







Performance Objective 4: Rebrand Partners for All program to increase external stakeholder engagement that aligns with district goals and priorities. Board Goal 1, 2 & 3.

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

Next Year's Recommendation: Continue and align with Strategic Plan 2023 for 23-24 school year.

Strategy 1 Details	Reviews			
Strategy 1: Develop database of partners and volunteer groups to explore volunteer and other district engagement opportunities Strategy's Expected Result/Impact: Catalog of volunteers by interest can be used to match individuals with listing of volunteer opportunities Relaunch Voly software system to generate renewed interest and commitment as district database tracking tool Staff Responsible for Monitoring: Chief of Strategy and Engagement, Director of Community Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Coordinate and communicate volunteer opportunities (campus-based, district-based, education foundation-based) Strategy's Expected Result/Impact: Increased community involvement to support the district's mission and vision. Attract more involvement from PTA and companies seeking ways to designate their volunteer initiatives Increased engagement activities with business community. We will monitor activities in new database tool and report out strategic community engagement opportunities. Staff Responsible for Monitoring: Chief of Strategy and Engagement, Director of Community Engagement Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Rebrand and market Voly software program to all campuses and departments to increase volunteer opportunities across the district Strategy's Expected Result/Impact: Increased volunteer presence on campuses through a minimum of one meaningful volunteer opportunity for every campus each month during the school year. Staff Responsible for Monitoring: Chief of Strategy and Engagement, Director of Community Engagement Campus principals Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue partnership with The Richardson ISD Foundation to provide alternative funding sources that support the district's mission, vision and goals and provides additional resources and supports for all staff and students. Strategy's Expected Result/Impact: Goal is to generate \$1,000,000 in financial support for the district. Staff Responsible for Monitoring: Chief, Strategy & Engagement, Executive Director, The Richardson ISD Foundation	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Expand WeRead pilot program to additional high need campuses to support district early literacy goals and provide meaningful volunteer opportunities. Board Goal 1. Strategy's Expected Result/Impact: 10% increase in student achievement in early literacy as measured on MAP and other district assessments. Secure 300 volunteers to serve 600 PreK-2nd grade students on 12 Title 1 campuses. Fundraising goal through partnership with The Richardson ISD Foundation is \$50,000. Staff Responsible for Monitoring: Chief, Strategy & Engagement, Director of Community Engagement	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Relaunch community engagement program (formerly known as Inside RISD) to support building key communicators and advocates. Strategy's Expected Result/Impact: Expand community participation in the program by 20%. Staff Responsible for Monitoring: Chief, Strategy & Engagement, Director of Community Engagement	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Develop and implement a marketing plan to support increased engagement with senior adults in the community to build advocacy for the district. Strategy's Expected Result/Impact: Host four strategic engagement activities during the school year. Staff Responsible for Monitoring: Chief of Strategy & Engagement, Director of Community Engagement	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 5: Design and implement marketing plan for the district's Graduate Profile to increase stakeholder understanding and commitment of graduate profile outcomes and actions district is taking to implement with students. Board Goals 1, 2 & 3.

Evaluation Data Sources: Executed plan to include collateral and branding tools to support implementation of the graduate profile.













Summative Evaluation: Met Objective















Strategy 1 Details	Reviews			
Strategy 1: Develop out comprehensive web presence with resources to support Graduate Profile communications plan. Strategy's Expected Result/Impact: Increased knowledge, understanding and support for the Graduate Profile with all district stakeholders. Staff Responsible for Monitoring: Chief, Strategy & Engagement	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Develop additional marketing materials, including posters and visuals, to be placed in all district classrooms and across all campuses to support implementation of the Graduate Profile with students and staff. Strategy's Expected Result/Impact: Increase knowledge and understanding with the goals and outcomes for the Graduate Profile. Staff Responsible for Monitoring: Chief, Strategy & Engagement	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Seek out opportunities to promote the Graduate Profile with prospective business and community partners that support student outcome goals. Strategy's Expected Result/Impact: Increased number of district partners engaged with the mission and vision of the district. Staff Responsible for Monitoring: Chief, Strategy & Engagement, Director of Community Engagement	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 6: Implement new Parent and Family Engagement Education and Support Program

Evaluation Data Sources: Parent Survey

Strategy 1 Details	Reviews			
Strategy 1: Parent University - Redesign Parent University Program to include comprehensive supports for parents/families in RISD Strategy's Expected Result/Impact: Increased parent satisfaction, via parent survey Equip parents to see the different levels and variety of family engagement opportunities offered within the district Staff Responsible for Monitoring: Coordinator of Parent and Family Engagement Executive Director of Equity, Diversity and Inclusion	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: District Parent Conference - Partner with the organization, Parent Step Ahead, to host a parent conference for EL families. Strategy's Expected Result/Impact: Direct family engagement initiative to partner and engage with the district's Spanish speaking families, who comprise 38% of the student population, in order to build long-term relationships that foster and support every child's academic success Build network of parents to market family engagement events/initiatives Staff Responsible for Monitoring: Coordinator of Parent and Family Engagement Executive Director Equity, Diversity, and Inclusion Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Practical Parent Education - Classes offered on an ongoing basis for EL parents in each learning community. Strategy's Expected Result/Impact: Equip parents with tools to navigate a complex educational system Empower parents to integrate into the campus community, as active participants, to further support academic success Staff Responsible for Monitoring: Coordinator Parent and Family Engagement Executive Director Equity, Diversity, Inclusion Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Clubhouse Corrals - hosted at local apartment complexes to build parent awareness with identified needs: Attendance, Focus Parent Portal Access and Use, Graduation Requirements, Parent University opportunities Strategy's Expected Result/Impact: Continue relationship building with parents by meeting with them in their community areas Empower parents through increased awareness of district programs and supports, which will enable them to make the best decisions for their children's academic success Staff Responsible for Monitoring: Coordinator Parent and Family Engagement Executive Director Equity, Diversity, Inclusion Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Pop-Up Shops - direct, physical interaction with RISD community to advertise district programming and events to increase participation Strategy's Expected Result/Impact: Increased awareness of and participation in district programming Staff Responsible for Monitoring: Coordinator Parent and Family Engagement Executive Director Equity, Diversity, Inclusion Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Parent as Teacher Literacy Model - Monthly literacy demonstration Lessons and companion pieces designed for K-2 parents to use at home. Strategy's Expected Result/Impact: Empower parents to effectively support their child's early literacy foundation Staff Responsible for Monitoring: Coordinator Parent and Family Engagement Executive Director Equity, Diversity, and Inclusion Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				






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











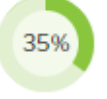






Performance Objective 1: Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

Evaluation Data Sources: Maintain district FIRST rating; maintain district bond rating

Summative Evaluation: Met Objective

Next Year's Recommendation: New performance objectives for 23-24. Several are required in board policy

Strategy 1 Details	Reviews			
Strategy 1: Benchmark cost per pupil by function with select districts to compare efficiency of current allocation of resources (staffing ratios) Strategy's Expected Result/Impact: Analysis of benchmark data Staff Responsible for Monitoring: Chief Financial Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Maintain multi-year financial plan to project future needs Strategy's Expected Result/Impact: Maintenance of multi-year financial plan Staff Responsible for Monitoring: Chief Financial Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Budget aligns with Board Goals and Strategic Plan Strategy's Expected Result/Impact: Submission of budget that aligns with Board Goals and Strategic Plan Staff Responsible for Monitoring: Chief Financial Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		

Strategy 4 Details	Reviews			
Strategy 4: Communicate the 2023-24 budget planning timeline Strategy's Expected Result/Impact: Timeline, communications Staff Responsible for Monitoring: Chief Financial Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 5 Details	Reviews			
Strategy 5: Recommend district operating budget for approval in June Strategy's Expected Result/Impact: Approval of budget Staff Responsible for Monitoring: Chief Financial Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		
Strategy 6 Details	Reviews			
Strategy 6: Manage Bond 2016 and 2021 expenditures and create and communicate calendar for bond expenditures Strategy's Expected Result/Impact: Completion of scheduled bond projects Staff Responsible for Monitoring: Chief Financial Officer Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Update Administrative Operating Guide (AOG), including Purchasing and Federal Grants Manuals to ensure efficient and effective operations in accordance with Federal and State regulations and Board Policy. Staff Responsible for Monitoring: Executive Director of Finance Director of Purchasing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Provide training to campus staff regarding appropriate money handling procedures Strategy's Expected Result/Impact: Decrease in issues associated with improper money handling at the campus level Staff Responsible for Monitoring: Chief Financial Officer Executive Director of Finance	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				




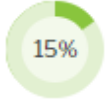






Goal 5: We will actively pursue creative funding sources and responsibly manage current resources to support our mission

Performance Objective 2: Actively seek alternative revenue sources to meet the needs of RISD services
Strategic Action Plans: F1.1-F1.5& F2.1-F2.4 & F3.1-F 3.2

Evaluation Data Sources: Revenue generated from federal, state and competitive grant programs

Summative Evaluation: Met Objective

Next Year's Recommendation: See new performance objectives for 23-24.

Strategy 1 Details	Reviews			
Strategy 1: Monitor 2023 Texas legislative activity for new grant funding opportunities. Strategy's Expected Result/Impact: Increase number of grant matches identified for RISD (Baseline) Staff Responsible for Monitoring: Chief Financial Officer Executive Director of Federal Programs and Grants	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
Strategy 2: Apply for all federal, state, local and competitive grants that meet the unique needs of RISD and help contribute to RISD's mission and vision Strategy's Expected Result/Impact: Increase number of grant applications (Baseline) Increase number of grants received (Baseline) Impact of grants (as measured by grant agreements) Staff Responsible for Monitoring: Chief Financial Officer Executive Director of Federal Programs and Grants	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Create exit strategy for grants that have known end dates to avoid increased cost burden on the General Fund (i.e. ESSER) Strategy's Expected Result/Impact: No increase in expenditures due to termination of grant(s) Staff Responsible for Monitoring: Chief Financial Officer Executive Director of Programs and Grants	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify



Discontinue

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

Performance Objective 3: Manage bond issuances from 2021 voted authorization to maintain I&S tax rate of \$0.35 and maximize capacity for 2026 bond election at \$0.35

- Evaluation Data Sources:** Debt capacity and I&S tax rate
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** See 23-24 performance objectives.

Strategy 1 Details	Reviews			
Strategy 1: Evaluate outstanding debt for call/refunding/defeasance opportunities. Strategy's Expected Result/Impact: Reduction in scheduled principal and interest payments Staff Responsible for Monitoring: Chief Financial Officer	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Bond issuances from 2021 authorization will be structured to maximize capacity for 2026 bond election at \$0.35 Strategy's Expected Result/Impact: Ability to complete middle school transformation in 2026 bond election Staff Responsible for Monitoring: Chief Financial Officer	Formative			Summative
	Nov	Jan	Mar	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 4: Leverage ESSER funds to support the district's mission, vision and identified Board Goals

- HB3 Goal**
- Evaluation Data Sources:** Meet 21-22 goal progress measures
- Summative Evaluation:** Met Objective
- Next Year's Recommendation:** 23-24 is last year of ESSER for RISD. Implementing Exit strategy.

Strategy 1 Details	Reviews			
Strategy 1: Balance use of ESSER funding to support allowable General Fund Supplanting and remediation of COVID learning loss. Strategy's Expected Result/Impact: Improved student performance. Minimize reduction in General Fund balance to the extent possible. Staff Responsible for Monitoring: Superintendent Assistant Superintendent of Teaching and Learning Chief Financial Officer Executive Director of Federal Programs and Grants	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 1: Provide a safe, comfortable, and well-maintained environment at all campuses










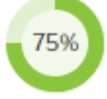






Strategic Action Plans: I3.1-I3.4

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

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Train all staff and inform all vendors to avoid propping open as tracked via campus door monitoring system to maintain campus safety and mitigate entrance or intrusion of unauthorized persons. Strategy's Expected Result/Impact: Completion of yearly review Staff Responsible for Monitoring: Assistant Superintendent of Operations Executive Director of Safety and Security Campus Administrators Facilities Services Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Engage third party consultant to perform comprehensive safety audits that include collaboration with , DPD, RPD and GPD. Develop, implement, and report recommendations for improvement based on audit results during the 2022-2023 school year. Strategy's Expected Result/Impact: Annual audits and recommendations Staff Responsible for Monitoring: Assistant Superintendent of Operations Director of Safety and Security Campus Administrators Executive Directors Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				


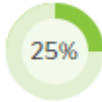






Strategy 3 Details	Reviews			
Strategy 3: Ensure a high level of facilities management and provide consistency in all learning environments Strategy's Expected Result/Impact: Maintain an approval rating of 95% or higher on staff and student climate surveys regarding a quality learning environment Reduction in KPI's such as 'Number of Days Outstanding' work orders and 'Repeat' work orders submitted through the TMA system Staff Responsible for Monitoring: Assistant Superintendent of Operations Chief Executive Director of Operations Executive Director of Facility Services Funding Sources: - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure a high level of safe and dependable student transportation. Strategy's Expected Result/Impact: Maintain an approval rating of 95% or higher on staff and student climate surveys Improve communication and decrease the number of student, parent and staff complaints related to untimely communication or misinformation in regards to route details and schedules Staff Responsible for Monitoring: Assistant Superintendent of Operations Chief Executive Director of Operations Executive Director of Transportation	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Continue to reinforce "I Know What to Do Day" (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: Assistant Superintendent of Operations Assistant Superintendent of Administrative Services	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 6 Details	Reviews			
Strategy 6: Effectively plan and deliver facility/campus improvements identified within the 2021 Bond Program Strategy's Expected Result/Impact: Ensure consistent communication with district internal and external stakeholders by verifying bond details and identified improvements align with stakeholder expectations Ensure projects are completed on-time and within the allocated budgets Effectively implement new Project Management Software to improve oversight and accountability for Bond 2021. Staff Responsible for Monitoring: Assistant Superintendent of Operations Chief Executive Director of Operations Executive Director of Facility Services Funding Sources: None - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Continue to monitor communicable disease positivity rates. Strategy's Expected Result/Impact: Communicate and adjust safety protocols to correlate with federal and local health guidelines. Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Executive Director of Health Services Equity Plan	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Provide training on employee safety and food safety annually. This will be followed up with campus visits to ensure procedures are being followed. Strategy's Expected Result/Impact: The number of employee worker's comp injuries will decrease. HACCP documentation will be completed daily. Staff Responsible for Monitoring: Chief Executive Director, Operations Executive Director of Child Nutrition	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: Ensure all business, human resources and student information systems meet the needs of students, staff and parents
















Evaluation Data Sources: Expect a 95% positive response on district climate survey

Strategy 1 Details	Reviews			
Strategy 1: Implement new system upgrades including design/configuration plan, communication plan and training plan Strategy's Expected Result/Impact: Project Plan roadmap completion reports Staff Responsible for Monitoring: Assistant Superintendents of Human Resources Chief Financial Officer	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide training and system of support for new system end users Strategy's Expected Result/Impact: Support plan Training documentation Training and support satisfaction rates Staff Responsible for Monitoring: Assistant Superintendents of Human Resources Chief Financial Officer	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 3: Provide a robust, safe and secure network which meets the needs of students, staff and guests.

Evaluation Data Sources: Improve as a district in the area of Environment on the BrightBytes Survey. Specifically, move from Proficient to Advanced in overall measurement in the area of Policies, Procedures and Practices. Move from Advanced to Exemplary in the area of (technical) Support.

Strategy 1 Details	Reviews			
Strategy 1: Monitor the district's data security posture to ensure all staff and student data remain private Strategy's Expected Result/Impact: Continue to maintain zero data breaches through out the year Staff Responsible for Monitoring: Chief Technology Officer Executive Director of Network Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Regularly communicate to all stakeholders the security measures in place to ensure all staff and student data remain private Strategy's Expected Result/Impact: Communication plan Increase number of hits on website Increase number of parents attending parent information/awareness events Staff Responsible for Monitoring: Chief Technology Officer Executive Director of Network Services	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Monitor system logs for all critical server and network systems. Strategy's Expected Result/Impact: Quick notification to district personnel responsible for the system. Mitigation of cyber threats. Staff Responsible for Monitoring: Chief Technology Officer Executive Director Network Services	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				