

# **Richardson Independent School District**

## **Aikin Elementary**

### **2025-2026 Campus Improvement Plan**



# Mission Statement

At Aikin Elementary, we are committed to closing opportunity gaps and empowering every student through high-quality, equitable instruction rooted in the AVID framework. We celebrate our diverse community and foster a culture of safety, respect, and responsibility. Guided by our SOARING values and aligned with Richardson ISD's vision, we invest in both student success and teacher excellence—**every student, every day**.

## Vision

**Every student, teacher, and leader will meet or exceed their academic growth goals.**

## Value Statement

**RISD will build upon students' individual strengths so that all will grow and graduate empowered with knowledge, life-ready skills, and a vision for how to thrive.**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Aikin Elementary is a richly diverse school community with Asian, Black/African American, and Hispanic subpopulations making up a majority 500 PK 3-5th Grade students. Aikin has a high proportion of economically disadvantaged students, significantly above the district average. The percentage of English learners / limited English proficiency is also notably high relative to many other campuses in RISD. Our student groups comprise of Economically Disadvantaged (85.7% of total students), Emergent Bilinguals (59.7% of total students) and At Risk (81.3% of total students.)

Aikin Elementary continues to focus on serving our special populations, specifically our Emergent Bilinguals and our students served through special education by building capacity in our instructional staff to provide differentiated instruction to meet the needs of our students. Aikin Elementary values these diverse student groups and the community population which provides us with a richly diverse learning environment.

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card and accountability data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Prekindergarten Self-Assessment Tool
- Texas approved PreK - 2nd grade assessment data
- Other PreK - 2nd grade assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-PESS data

#### **Parent/Community Data**

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

#### **Support Systems and Other Data**



- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data






# Goals

**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 1:** Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.

**Evaluation Data Sources:** Schoology  
Seesaw



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Schoology & Seesaw for teachers and students to set and track goals. Four artifacts added to the Schoology Portfolio - one per quarter. *Schoology portfolios are for staff and students in grades 3-6, Seesaw portfolios are for students in grades PK-2. <b>Strategy's Expected Result/Impact:</b> 100% of staff will set goals and develop strategies for goal attainment at their BOY GSPD meeting with appraiser <b>Staff Responsible for Monitoring:</b> Principal Assistant Principals I - Team Campus Member  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 100% of students will set their academic growth goals in Seesaw (K-2) and Schoology (3-5) and participate in goal setting conversations at BOY, MOY, and EOY with their teacher <b>Strategy's Expected Result/Impact:</b> Student academic growth <b>Staff Responsible for Monitoring:</b> Teachers Instructional Leadership Team  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			






Strategy 3 Details	Reviews			
<b>Strategy 3:</b> 100% of staff will be trained in Schoology and Seesaw platforms in order to fully support Student Goal setting implementation <b>Strategy's Expected Result/Impact:</b> Student academic and life ready growth <b>Staff Responsible for Monitoring:</b> Instructional Leadership Team iTeam Specialist  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 2:** Ensure all students have a school/home connection (club, extra curricular, activity, an adult at school)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Development of Aikin Clubs and Extracurriculars (Sports clubs, Music Club, Art Club, Choir Club, Book Club, Multimedia club) <b>Strategy's Expected Result/Impact:</b> Increased student participation in extracurriculars Increased attendance rates Stronger school/home connection and sense of belonging for students <b>Staff Responsible for Monitoring:</b> Staff/Club Sponsors Administrators  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold Community Nights throughout the school year, as well as Aikin Academy in September and AVID Showcase/Growth Goal Camp in February (Title 1 PFE) specifically designed to ensure parents and families know their student's growth goals, progress, and how they can support at home <b>Strategy's Expected Result/Impact:</b> Increase school/home connections Increase Parent/Family/Community engagement <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Develop campus wide House system and provide opportunities to engage families in their student's house through House Rallies <b>Strategy's Expected Result/Impact:</b> Increase school/home connections <b>Staff Responsible for Monitoring:</b> All staff  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 3:** Address Title I 10 Components based on needs assessment

**Evaluation Data Sources:** STAAR and Telpas data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Title 1 funds based on Needs Assessment to develop robust intervention systems: Essentials Time and Saturday school tutoring  <b>Strategy's Expected Result/Impact:</b> Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics by 10%. <b>Staff Responsible for Monitoring:</b> Administration Instructional Leadership Team  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 4:** State Comp Ed amounts



**Evaluation Data Sources:** STAAR and Telpas data




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure State Comp Ed amounts support student learning. <b>Strategy's Expected Result/Impact:</b> Increased academic performance among at-risk / Comp Ed eligible students, reducing the performance gap. <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 5:** Ensure clear and consistent implementation of tiered discipline management plan: utilize RISD Progressive Discipline Matrix

**Evaluation Data Sources:** Focus Behavior Referrals

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Emergent Tree Year 2 Implementation work: focus on the implementation of Core Values at Aikin: Safe, Respectful, Responsible through explicit teaching. New in 25-26: Campus wide implementation of feedback boards in classrooms  <b>Strategy's Expected Result/Impact:</b> Clear and consistent implementation of campus discipline management plans Decrease in Focus Referrals Decrease in OSS and ISS placements <b>Staff Responsible for Monitoring:</b> Administrators Student Support Team  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold Grade level Principal meetings to ensure all staff and students understand campus expectations in the classroom, common areas, and on the playground: Safe, Respectful, and Responsible  <b>Strategy's Expected Result/Impact:</b> Clear and consistent discipline management system across grade levels Increased student understanding of behavioral expectations Reduction in office referrals and behavior incidents <b>Staff Responsible for Monitoring:</b> Administrators Teachers  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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	 Some Progress			



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> PASS Team, administrators, and SPED staff trained in CPI (Crisis Prevention Institute) de-escalation training <b>Strategy's Expected Result/Impact:</b> Increased staff confidence and skill in using proactive de-escalation strategies Reduction in physical restraints and behavior-related incidents Improved safety and support for students and staff <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Develop Reset room in which students have opportunity to Reflect-Reset-Release with the goal of reducing exclusionary consequences <b>Strategy's Expected Result/Impact:</b> Clear and consistent discipline management system Proactive approach to behavior Reduce exclusionary consequences for students <b>Staff Responsible for Monitoring:</b> Culture Coach Instructional Leadership Team Administrators  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
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Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Develop positive behavioral incentive system to support schoolwide discipline management system: Positive office referrals, House point competition, feedback boards, SOAR store <b>Strategy's Expected Result/Impact:</b> Improve student culture of high levels of learning, safety, respect, and responsibility <b>Staff Responsible for Monitoring:</b> Administration Culture Coach  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 6 Details		Reviews			
<b>Strategy 6:</b> Development of Student Support Team that will meet weekly and create plans to support individual students <b>Strategy's Expected Result/Impact:</b> Decrease in exclusionary discipline placements that result in students missing out in high quality instruction <b>Staff Responsible for Monitoring:</b> Administration Culture Coach MTSS Coordinator  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 6:** Implement state required bullying prevention requirements consistent with Board policies and procedures. See Appendix A. Develop communication plan to inform parents of incidents.

**Evaluation Data Sources:** Focus Bullying Referrals and Bullying reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement parent communication procedures around Bullying incidents <b>Strategy's Expected Result/Impact:</b> Increased parent awareness and engagement in addressing bullying concerns Greater consistency and transparency in communication regarding bullying incidents Reduction in the number of repeated bullying referrals through earlier intervention and stronger school-home partnership <b>Staff Responsible for Monitoring:</b> Counselors Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Explicitly teach students 7 SOARING characteristics (Scholarship, Ownership, Authenticity, Respect, Integrity, Endurance, Generosity) <b>Strategy's Expected Result/Impact:</b> Increased student understanding and application of positive character traits Strengthened campus culture Reduction in bullying incidents and behavior referrals through proactive character education Improved student sense of belonging and safety <b>Staff Responsible for Monitoring:</b> CORE Team Administration  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			



Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Social Emotional Learning (Second Step) built into Master Schedule (First 15 minutes of the day, morning meeting) <b>Strategy's Expected Result/Impact:</b> Increased student understanding and application of positive character traits Strengthened campus culture of respect, responsibility, and integrity Reduction in bullying incidents and behavior referrals through proactive character education Improved student sense of belonging and safety <b>Staff Responsible for Monitoring:</b> Administrators Teachers  <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 7:** Ensure educators teach and administratively verify that all Too Good For Drug Lessons are taught







**Evaluation Data Sources:** Increased awareness of Drug use.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Counselors conduct teacher training and ensure Too Good for Drug lessons are taught in October and throughout the year <b>Strategy's Expected Result/Impact:</b> 100% of students will participate in and complete Too Good for Drugs lessons Increased student knowledge and awareness of the dangers of drugs, alcohol, and tobacco Strengthened prevention culture on campus leading to healthier student choices <b>Staff Responsible for Monitoring:</b> Counselors Administration  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 8:** Librarian implementation of internet safety/digital citizenship lessons

**Evaluation Data Sources:** Decreased number of cyberbullying reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement iPad contract for students <b>Strategy's Expected Result/Impact:</b> All students have access to instructional technology to support learning <b>Staff Responsible for Monitoring:</b> Elementary Technology Specialist Librarian CORE Team  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Instructional Coaches develop and lead technology PD for students and staff. Reading IC serve as AIM cohort member in 25-26 <b>Strategy's Expected Result/Impact:</b> Increase teacher proficiency in Instructional Technology <b>Staff Responsible for Monitoring:</b> Instructional Leadership Team  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 9:** Monitor student data reports to monitor immunization compliance of the student body

**Evaluation Data Sources:** Immunization reports from Focus

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Nurse will develop systems to monitor immunization compliance and work with student data specialist to ensure compliance upon enrollment <b>Strategy's Expected Result/Impact:</b> 100 Percent of students will meet the district's immunization requirements <b>Staff Responsible for Monitoring:</b> Nurse Student Data Specialist Administration  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth



**Performance Objective 10:** Campus Emergency Response Team (ERT) will conduct a round table drill in the fall and an all campus AED drill in February to coincide with heart month. This is an effort to be prepared to respond quickly if a cardiac event should occur on campus







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Nurse will work with ERT to conduct drill and train staff on AED <b>Strategy's Expected Result/Impact:</b> All staff will be competent to support during emergencies <b>Staff Responsible for Monitoring:</b> Nurse Administration  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 11:** Create transition strategies and plans for elementary school to junior high school

**Evaluation Data Sources:** Smooth transition for Aikin students to FMMS

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 5th graders will attend FMMS Tour and Charger Camp in the spring <b>Strategy's Expected Result/Impact:</b> Strengthen Elementary to Middle school transition plan <b>Staff Responsible for Monitoring:</b> Counselor 5th/6th grade teachers Administration  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> AVID iTime planning to include magnet programs, virtual field trips, and college research <b>Strategy's Expected Result/Impact:</b> Strengthen Elementary to Middle School transition plan <b>Staff Responsible for Monitoring:</b> AVID Coordinator Administration  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> AVID Site Team will develop programming for MS simulation to be conducted on campus in the spring of 24-25 <b>Strategy's Expected Result/Impact:</b> AVID simulation Completion <b>Staff Responsible for Monitoring:</b> AVID site team Administration  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Counseling team will visit 5th grade classroom to support course cards <b>Strategy's Expected Result/Impact:</b> Course Card Completion <b>Staff Responsible for Monitoring:</b> Counselors  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 12:** Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY

**Evaluation Data Sources:** MAP completion rates



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Train teachers and utilize Instructional Leadership Team to support testing to ensure 95% of all students are tested  <b>Strategy's Expected Result/Impact:</b> 95% of students tested <b>Staff Responsible for Monitoring:</b> Administration Teachers Instructional Leadership Team  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 13:** Increase the percent of students meeting or exceeding individual growth measures by 15% on MAP growth diagnostics from BOY to EOY in Reading and Mathematics

**Evaluation Data Sources:** MAP

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 100% of students will set academic growth goals and track their own progress throughout the year <b>Strategy's Expected Result/Impact:</b> Increased percentage of students meeting growth goals <b>Staff Responsible for Monitoring:</b> Teachers Instructional Leadership Team  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> HQIM (High Quality Instructional Material) curriculum implementation in Reading (Amplify) and Math (Bluebonnet) to ensure high quality Tier 1 instruction is the baseline in every classroom for every student <b>Strategy's Expected Result/Impact:</b> Student academic growth in Math and Reading <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			



Strategy 3 Details		Reviews			
<b>Strategy 3:</b> Implement Data Driven Instructional process through PLC to ensure growth process for every student is targeted and systematic <b>Strategy's Expected Result/Impact:</b> Increased student academic growth in Math and Reading More intentional instructional planning aligned to student data Improved teacher collaboration and consistency across grade levels <b>Staff Responsible for Monitoring:</b> Instructional Leadership Team Principal  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
		 Some Progress			
Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Essentials time (Intervention) for Reading and Math built into the school day for all students <b>Strategy's Expected Result/Impact:</b> Intervention targeted to individual student need <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
		 Some Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>					




**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth






**Performance Objective 14:** Increase Meets Grade Level STAAR performance for all students in Reading from 28% to 37% and in Math from 26% to 37%.

**High Priority**

**Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Focus on quality instruction through the RISD empowered learner framework <b>Strategy's Expected Result/Impact:</b> Build capacity in teachers to deliver high quality instruction <b>Staff Responsible for Monitoring:</b> Teachers and Staff Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Focus on TTESS Domain 2.3: Communication to promote student to student discussion and discourse <b>Strategy's Expected Result/Impact:</b> Increase Meets Grade Level STAAR performance for all students in Reading from 28% to 37% and in Math from 26% to 37%. <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Students will read, write, listen, and speak in every class, every day <b>Strategy's Expected Result/Impact:</b> Increase Meets Grade Level STAAR performance for all students in Reading from 28% to 37% and in Math from 26% to 37%. <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Implement Amplify (Reading) and Bluebonnet (Math) curriculum with fidelity through teacher training and support <b>Strategy's Expected Result/Impact:</b> Increase Meets Grade Level STAAR performance for all students in Reading from 28% to 37% and in Math from 26% to 37%. <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Utilize iReady and SummitK12 through Essentials Time which are TEKS based intervention programs in order to close gaps <b>Strategy's Expected Result/Impact:</b> Increase Meets Grade Level STAAR performance for all students in Reading from 28% to 37% and in Math from 26% to 37%. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Implement targeted intervention to address missed state success criteria in Asian and Hispanic subpopulations. <b>Strategy's Expected Result/Impact:</b> Increased performance in STAAR in identified areas: In Reading, Hispanic subpopulation will increase from 18% Meets to 29% Meets. Asian subpopulation will increase from 27% Meets to 44% Meets. In Math, Hispanic subpopulation will increase from 25% Meets to 35% Meets. Asian subpopulation will increase from 21% Meets to 43% Meets. <b>Staff Responsible for Monitoring:</b> Area Superintendent Principal Instructional Leadership Team  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>- Additional Targeted Support Strategy</b>	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 15:** Address student groups for Targeted Support or Additional Targeted Support through HB 1416







**Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize data to group students for targeted support <b>Strategy's Expected Result/Impact:</b> Students effectively grouped for targeted intervention <b>Staff Responsible for Monitoring:</b> Administration Instructional Leadership Team  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 16:** Identify in a timely manner teachers and campus leaders' professional needs, and provide suitable learning opportunities or resources




**Evaluation Data Sources:** TTESS

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Set goals with 100% of staff at the BOY so that appraisers can identify professional needs and provide suitable learning opportunities <b>Strategy's Expected Result/Impact:</b> Professional Development <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Develop targeted PD opportunities to support teachers with needs on campus and in a timely manner throughout the year <b>Strategy's Expected Result/Impact:</b> Teacher growth <b>Staff Responsible for Monitoring:</b> Administration Instructional Leadership Team  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 17:** Aikin will improve attendance rates to 95% in 25-26 (CIP Goal met in 23-24 and 24-25)

**Evaluation Data Sources:** Attendance Data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Weekly review of attendance in Administrator meetings <b>Strategy's Expected Result/Impact:</b> Improve attendance rates <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Administrators will conduct timely Attendance interventions and document in Focus <b>Strategy's Expected Result/Impact:</b> Improved attendance rates <b>Staff Responsible for Monitoring:</b> Administration Attendance Specialist  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> September Attendance Awareness month push through Social Media and student incentive program <b>Strategy's Expected Result/Impact:</b> Improved attendance rates <b>Staff Responsible for Monitoring:</b> Administration Aikin Social Media Coordinator  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			





No Progress



Accomplished



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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 18:** Identify and progress monitor elementary students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds to ensure growth of 5-10% for all students

**Evaluation Data Sources:** Branching Minds

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monthly MTSS meetings to monitor progress <b>Strategy's Expected Result/Impact:</b> Progress on student goals <b>Staff Responsible for Monitoring:</b> MTSS committee Instructional Leadership Team Administration  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 19:** Identify students in need of accelerated learning and intensive intervention, utilize High Quality Instructional Materials as determined by the district and monitor progress in Branching Minds

**Evaluation Data Sources:** Branching Minds

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 1:</b> Develop strong Essentials time (iTime) systems and structures based on BOY assessment. Student groups will shift based on new data points throughout the year so that each student receives targeted and timely intervention</p> <p><b>Strategy's Expected Result/Impact:</b> Growth for every student</p> <p><b>Staff Responsible for Monitoring:</b> Administration Instructional Leadership Team</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	<div><div></div></div> <div>Some Progress</div>			
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**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 20:** Ensure 100% compliance of quarterly IEP progress monitoring reports for students receiving services through Special Education




**Evaluation Data Sources:** IEP compliance

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> SPED Administration will develop process for ensuring IEP progress monitoring are sent for SPED students <b>Strategy's Expected Result/Impact:</b> SPED student progress monitoring implemented with fidelity <b>Staff Responsible for Monitoring:</b> SPED Administration  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 1:** We will design and implement systems that provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth

**Performance Objective 21:** Increase percentage of EBs overall proficiency growth on TELPAS by 3-8%

**Evaluation Data Sources:** TELPAS

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Collaborate with LAT to strengthen implementation of Summit K12 <b>Strategy's Expected Result/Impact:</b> EB Growth <b>Staff Responsible for Monitoring:</b> LAT  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Principal and LAT TELPAS goal setting meetings with EB students <b>Strategy's Expected Result/Impact:</b> EB Growth <b>Staff Responsible for Monitoring:</b> Administration LAT  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase the percentage of EBs meeting exit criteria by 3-8% annually through the LPAC Process <b>Strategy's Expected Result/Impact:</b> EB Growth <b>Staff Responsible for Monitoring:</b> LAT LPAC Administration  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			



No Progress



Accomplished



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Discontinue

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies

**Performance Objective 1:** Provide competitive compensation, incentives and benefits that attract and retain high-quality and diverse teachers and staff.

**High Priority**




**Evaluation Data Sources:** Employee retention data, benchmark salary data, documented salary and benefits provided to employees

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize social media specialist to market job opportunities in an attractive way <b>Strategy's Expected Result/Impact:</b> Improved recruitment systems <b>Staff Responsible for Monitoring:</b> Social Media specialist Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies

**Performance Objective 2:** Develop and execute innovative plan for employee recruitment.

**Evaluation Data Sources:** New hire data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Social Media specialist develop Aikin marketing plan for recruitment <b>Strategy's Expected Result/Impact:</b> Improve recruitment <b>Staff Responsible for Monitoring:</b> Social Media specialist Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus morale activities: Eagle Escape <b>Strategy's Expected Result/Impact:</b> Improve campus culture <b>Staff Responsible for Monitoring:</b> Administration Sunshine Committee  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Invest in teachers to build teacher leaders: Team Leads, Mentor Program, Extended Instructional Leadership Team <b>Strategy's Expected Result/Impact:</b> Building capacity of teacher leaders <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			





No Progress



Accomplished



Continue/Modify



Discontinue

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies

**Performance Objective 3:** Implement year 3 of TIA process at Aikin (7 teachers awarded distinctions in 24-25)

Strategy 1 Details		Reviews			
Strategy 1: Conduct TTESS calibrations to increase rater reliability among evaluators on campus		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies







**Performance Objective 4:** Strategies to address climate survey results

Strategy 1 Details		Reviews			
Strategy 1: Increase and streamline parent communication. All grade level newsletters will go out weekly through one campus newsletter: The Eagle Times		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 1:** Implement a learning framework that provides all RISD students experiences to develop competencies aligned with the graduate profile, and highlight and produce exemplars to share with central office to create an "exemplar bank"

**Evaluation Data Sources:** Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue prioritizing Learning Framework through PLC and planning process <b>Strategy's Expected Result/Impact:</b> Learning Framework <b>Staff Responsible for Monitoring:</b> Admin ILT  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> PLC calendar will focus on designing lessons with the Learner Growth framework in mind <b>Strategy's Expected Result/Impact:</b> Teachers will begin designing lessons with the LGF <b>Staff Responsible for Monitoring:</b> Admin ILT  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 2:** Ensure all students graduate college and career ready as measured by CCMR indicators.







**HB3 Goal**

**Evaluation Data Sources:** Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> AVID Successful Student profile lesson implemented BOY, Focus on college and career readiness through AVID iTime  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 3:** Embed high leverage learning strategies into regular classroom instruction

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Build teacher capacity in AVID, Lead4Ward, and ELLevation Strategies through modeling and professional development <b>Staff Responsible for Monitoring:</b> AVID Site Team Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All EBs will work in Summit K12 to improve language acquisition in the domains: Listening, speaking, reading, writing	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				







**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 4:** Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Extended Planning schedule built into calendar by unit <b>Strategy's Expected Result/Impact:</b> Fidelity of high quality curriculum <b>Staff Responsible for Monitoring:</b> ILT Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
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**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 5:** Lead professional learning that promotes continuous growth and equips all employees and students with the knowledge and skills they need to reach their individual growth goals

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> AVID Summer Institute <b>Strategy's Expected Result/Impact:</b> Build capacity in teachers to deliver high quality instruction <b>Staff Responsible for Monitoring:</b> ILT AVID Site Team Administrators  <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Academic Monitoring PD implemented BOY to improve campus in 2.5 domain (Monitor and Adjust instruction in real time)	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 6:** Provide career inspiration, exploration, and discovery in Pre-K - 5th grades (CTE/CCMR alignment)

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> AVID iTime implementation <b>Staff Responsible for Monitoring:</b> AVID Site Team ILT  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> Some Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 7:** Utilize Linguistic Acquisition Teacher to support ELLevation strategies and ensure all content teachers progress, monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs)

Strategy 1 Details	Reviews			
Strategy 1: LAT push in support in all classrooms	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 8:** Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 5 phases of the Empowered Learner framework implemented through PLC and extended planning process with support of ICs <b>Staff Responsible for Monitoring:</b> ILT  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 9:** HQIM Implementation in K-5 Math (Eureka) and K-5 Reading (Amplify)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> BOY PD, Ongoing support, PLC focused on Eureka and Amplify internalizations through the lens of the Learner Growth framework  <b>Strategy's Expected Result/Impact:</b> Full HQIM Implementation <b>Staff Responsible for Monitoring:</b> Admin ILT  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				






**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 10:** Ensure all K-5 teachers complete their 30 hours of G/T foundational training or 6 hours update

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> ALT teacher train teachers in GT referral process <b>Strategy's Expected Result/Impact:</b> Increased number of students referred <b>Staff Responsible for Monitoring:</b> ALT Admin  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				






**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 11:** Implement Total School Cluster Grouping to serve all students

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> 25-26 TSCG full implementation. TSCG PD and PLC scheduled in Spring of 26 to plan for 26-27 <b>Strategy's Expected Result/Impact:</b> TSCG Implemented <b>Staff Responsible for Monitoring:</b> ILT Admin  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 12:** Implement Schoology and Seesaw LMS platforms as a tool for facilitating components of the Learning Framework (Trainings provided by iTeam)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Partner with iTeam support to implement student goal setting and progress monitoring framework <b>Strategy's Expected Result/Impact:</b> Tech tools utilized in lesson design to support LGF <b>Staff Responsible for Monitoring:</b> iTeam Admin ILT  <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 13:** Implement Summit K-12 for EBs during iTime to practice listening, speaking, reading, and writing

**Evaluation Data Sources:** Summit Diagnostic  
TELPAS

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher will be trained in Summit K-12 at the BOY and implement during iTime for all EBs <b>Strategy's Expected Result/Impact:</b> Close gaps related to language <b>Staff Responsible for Monitoring:</b> LAT ILT Admin  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				



**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff

**Performance Objective 14:** Implement with fidelity the Data Driven instructional protocol and weekly data meetings

Strategy 1 Details	Reviews			
Strategy 1: Continued admin training in Bambrick coaching model and calendaring (June 2025) to prioritize observation and feedback	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
Strategy 2 Details	Reviews			
Strategy 2: Ongoing support through LHLC AF	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 4:** We will create opportunities to ensure engagement with community members in RISD







**Performance Objective 1:** Create reciprocal pathways for families to increase and deepen engagement

**Evaluation Data Sources:** Family Engagement, Volunteer Engagement including Voly data, Community Engagement including increase in partner outreach efforts and programs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> VOLY opportunities developed monthly <b>Strategy's Expected Result/Impact:</b> Increased opportunities for family engagement <b>Staff Responsible for Monitoring:</b> Admin  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Community Night volunteer support	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Some Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 4:** We will create opportunities to ensure engagement with community members in RISD

**Performance Objective 2:** Improve communication strategies with families and community

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Development of Social Media specialist position <b>Strategy's Expected Result/Impact:</b> Improved communication methods <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize wide variety of communication methods: Talking Points, Eagle Times (Parent Newsletter), Social Media, Website, Blackboard messaging <b>Strategy's Expected Result/Impact:</b> Improved communication methods <b>Staff Responsible for Monitoring:</b> Administrators  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** We will create opportunities to ensure engagement with community members in RISD

**Performance Objective 3:** Assign RISD Insider to increase communications between the central office and greater RISD community to support Aikin's overall branding efforts

Strategy 1 Details		Reviews			
Strategy 1: Melissa Curran assigned to RISD Insider, attend meetings		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action







**Performance Objective 1:** Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Executive assistant and Principal partnership to review financial practices regularly and develop systems to increase effectiveness <b>Strategy's Expected Result/Impact:</b> Increase financial effectiveness <b>Staff Responsible for Monitoring:</b> Admin Executive Asst  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Some Progress			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action

**Performance Objective 2:** Provide a safe, comfortable, and well-maintained environment at all campuses.

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> CORE committee and student leaders meet to focus on safe, comfortable, and well-maintained environment <b>Strategy's Expected Result/Impact:</b> Improved learning environment <b>Staff Responsible for Monitoring:</b> Admin Campus beautification PBIS team  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RISD will create and implement a walk-through checklist for the learning environments both inside and outside the campus. Examples found on checklist: lights not working, out of date signage, old student work, office is neat and clean work space	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action

**Performance Objective 3:** Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

**Evaluation Data Sources:** Expect a 95% or better positive response on the district climate survey. Move from Advanced to Exemplary in the area of Technology Support (Environment) on the BrightBytes Survey.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure stakeholders take BrightBytes survey in the spring of 26 <b>Strategy's Expected Result/Impact:</b> Feedback <b>Staff Responsible for Monitoring:</b> Admin ILT  <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action

**Performance Objective 4:** Collaborate with Facility services and the energy and sustainability department to optimize building/campus energy use in an effort to align with the district's energy management plan and lower overall energy consumption

Strategy 1 Details	Reviews			
Strategy 1: Energy checklists prior to school breaks	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				